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Educational Attainment of Workers

Price Trends in the 1959 Economy

The Social Science Annual Meetings

Memorandum of Agreement in Basic Steel

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Monthly Labor Review

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LAWRENCE R. KLEIN, *Editor-in-Chief (on leave)*

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The Labor Month in Review

AS THE ECONOMY rebounded from the effects of the steel strike, attention focussed on ways to improve the labor-management relations climate, not only in steel but in other industries as well. President Eisenhower announced on January 26 that he had asked the Secretaries of Commerce and Labor, the Attorney General, and the Chairman of the Council of Economic Advisers to study possibilities for revising the emergency provisions of the Taft-Hartley Act. Secretary of Labor James P. Mitchell, meeting with union groups in Florida about a week later, reported that arrangements for a top-level conference of labor and management would be completed soon. These plans were the outgrowth of a proposal made to President Eisenhower by AFL-CIO President George Meany in November. The President, in his economic message to Congress, approved the concept of regular discussions between labor and management away from the bargaining table. Meanwhile, construction employers and the building trades unions drew up a plan intended to end strikes in their industry. The preliminary draft called for creation of a national joint appeals board to which contractors and local unions would bring disputes they could not settle through negotiation. Local groups would be urged to include referral machinery in their contracts, choosing whether they wanted the board to arbitrate their disputes or to make settlement recommendations.

Bargaining goals for forthcoming negotiations in aircraft and communications were announced by unions in these industries. The Auto Workers and the Machinists, who are coordinating their bargaining in aircraft, missile, and related plants, are seeking a 7-percent increase in wages and other money items in a 2-year contract. The Communications Workers attached no specific price to their demands but said they would seek higher

wages, better pensions, and company-paid health insurance for telephone workers.

An offer by the National Mediation Board to arbitrate the wage dispute between the Nation's railroads and the Brotherhood of Locomotive Engineers was accepted by the railroads on February 3 and by the union on the following day. The other operating brotherhoods had either recessed or broken off wage negotiations with rail management. Eleven of the nonoperating unions had invoked the mediation services of the National Mediation Board by the end of the month. Contracts covering wages and working conditions in the railroad industry expired November 1, 1959. Talks on work rules are still being conducted with individual companies.

On January 22, the Marine and Shipbuilding Workers started a strike at two Bethlehem Steel Co. shipyards which quickly spread to all company yards on the Atlantic Coast and involved about 17,000 members. The dispute involved wages, work rules, seniority, and parity with West Coast contracts. The company's changes in work rules after the contract expired at the end of last July and the discontinuance of health and life insurance payments for strikers on February 1 were a galling factor in the controversy.

A strike by the Writers Guild against major Hollywood movie and television producers centered on the question of whether screen writers should receive a share of the sales of post-1948 movies to television. The Guild requests a share because such sales would deprive members who write for TV of jobs. The producers protest that the Guild is demanding double pay. The Screen Actors Guild also wants a share of these proceeds. The SAG agreed with eight major producers on an indefinite extension of contracts due to expire on January 31, meanwhile beginning a mail referendum of its 14,000 members for strike authorization.

On January 30, dynamite shattered 10 trucks hired by two Portland, Oreg., newspapers that have been publishing a combined paper despite a strike that began 3 months ago. The Stereotypers had walked out after rejecting proposals by the Oregonian and the Oregon Journal that reportedly provided that foremen give up union membership, that new machinery requiring fewer employees be

introduced, and that the union relinquish its right to provide substitutes. The Pressmen and the Mailers struck later and the other newspaper unions have been respecting picket lines.

IN THE KEYNOTE ADDRESS at the AFL-CIO legislative conference which opened January 11 in Washington, Federation President George Meany urged that Congress enact legislation to broaden the coverage of the Fair Labor Standards Act and increase the Federal minimum wage to \$1.25 an hour, to establish uniform and higher standards of unemployment compensation, to provide medical insurance for Social Security beneficiaries, aid depressed areas, and furnish further Federal assistance to education. Meany reminded congressional leaders of their pledge to amend the National Labor Relations Act to permit picketing in the construction industry at the situs of a labor dispute without regard to the effect on neutral or secondary employers or their employees on the same project, a change supported by the administration.

A special convention of the Brotherhood of Railroad Trainmen in Cleveland voted to remove the color ban from its constitution, leaving the Brotherhood of Locomotive Firemen and Engineers the only AFL-CIO affiliate with a constitutional restriction against Negro members. At the end of their month-long convention, delegates reelected William Parks Kennedy as president. Charles Luna, assistant president, will serve the last year of Kennedy's 4-year term under a new constitutional provision establishing compulsory age limits for retirement.

At its midwinter meeting in Miami Beach, the executive board of the International Ladies' Garment Workers' Union voted to pool pension funds covering 100,000 of its New York City members. This was the first step in a program to merge 42 separate funds with total reserves of more than \$160 million, so that a worker moving from one area or one branch of the industry to another will retain his pension rights.

At the end of the AFL-CIO Building and Construction Trades Department meeting in Bal Harbour, Fla., Richard J. Gray, after half a century of union leadership, announced he would resign as president of the group in March.

IN A DECISION which could upset the National Labor Relations Board's Brown-Olds dues refund penalty for violations of its hiring hall rules, the

Federal Court of Appeals in Philadelphia denied enforcement of an NLRB order that the American Dredging Co. reimburse union fees and dues paid by members of Local 825 of the Operating Engineers under an illegal preferential hiring agreement. The court held that such a remedy would be a windfall to employees and an unjust punishment to the employer and, consequently, could not effectuate the purposes of the National Labor Relations Act.

A California superior court judge denied a suit for reinstatement and \$171,500 in damages by two former IAM members whose membership had been revoked because they campaigned publicly for a right-to-work law in the 1958 California election in opposition to their union's stand on such legislation. The judge rejected the allegation that the plaintiffs' right of free speech was involved and held that the union had the legal power to expel members it considered a threat to its welfare.

ON JANUARY 16, a pro-Hoffa ticket headed by Anthony Provenzano was reelected by more than 2 to 1 to the leadership of Local 560, New Jersey's largest Teamster local. The election was held under conditions stipulated in an out-of-court settlement of a suit begun in November by a group of members under the union democracy provisions of the LMRDA. Opposition candidates were on the ballot for the first time in the union's 41-year history.

William Presser, head of the Teamsters union in Ohio, was convicted of contempt of Congress on February 2. A Federal district court judge ruled that Presser had unlawfully refused to say whether he had destroyed personal or union records after they had been subpoenaed by the Senate rackets investigating committee before which he had testified in September 1958. On February 3, the Washington Supreme Court upheld the conviction of former Teamster President Dave Beck on charges that he stole \$1,900 received from the sale of a union automobile. He is appealing this decision and one that found him guilty of evading \$240,000 in Federal income taxes. Beck has also been indicted in New York on a charge of taking \$200,000 from two trucking executives in violation of the Taft-Hartley Act. The date for Teamster President James R. Hoffa's trial on charges of misuse of union funds was set for February 23.

Special Labor Force Reports

EDITOR'S NOTE.—*The article which follows is the first of a series of reports on special labor force subjects formerly covered in Series P-50 of the Bureau of the Census Current Population Reports. Other articles in the series will cover unemployment and job mobility, marital status of workers, family characteristics of workers, employment of students, employment experience of last year's high school graduates, and labor force developments during 1959. Reprints of the articles, with additional detailed tables and a description of methodology, will be available upon request to the Bureau or any of its regional offices (listed on the inside front cover of this issue).*

Educational Attainment of Workers, 1959

ARNOLD KATZ*

THE NEEDS of our complex technology for a well-trained and well-educated labor supply have been one of the factors bringing about dramatic advances in educational levels over the past decades. Today, half of the work force has had at least a complete high school education, whereas not quite 20 years ago, half had completed little more than the first year. As more and more young persons have taken advantage of expanded educational opportunities, they have, in the long run, increased their own personal incomes and the national product.

The present article analyzes the results of a recent survey conducted and tabulated by the Bureau of the Census for the Bureau of Labor Statistics. This survey brings up to date our knowledge of the educational attainment of workers in the United States and provides some kinds of information not previously available.¹ It is divided into three sections: First, a discussion of trends in the educational attainment of workers over those years for which there are comparable data; second, an analysis of the economic importance of education and training for the individual worker, particularly as related to his probable

labor force participation and earnings; finally, the implications of recent changes in educational levels for the occupational structure of the Nation.

Since the estimates presented in this article are based on a sample of households, they may differ from the figures that would have been obtained from a complete census. The sampling variation may be relatively large in cases where the numbers are small. Therefore, smaller estimates, or small differences between estimates, should be interpreted with caution.

Trends in Educational Attainment

Educational advances since 1940 have been significant among all groups of workers, reflecting the gradual progress over a good many years. (See table 1.) For the 18 to 64 year old labor force as a whole, the median years of school completed lengthened from 9.1 to 12.0 years. Overall, the proportion of workers graduated from high school rose from 32.0 to 50.9 percent, and 9.7 percent had completed a full 4 years of college, as compared with 5.7 percent in 1940. In 1959, not

* Of the Division of Manpower and Employment Statistics, Bureau of Labor Statistics.

¹ This survey was taken in March 1959 as a supplement to the regular monthly Current Population Survey. Earlier surveys of the educational attainment of workers from this source have been summarized in the Bureau of the Census Current Population Reports, Series P-50 (now discontinued) No. 14 (October 1948), No. 49 (October 1952), and No. 78 (March 1957). Data on the educational attainment of the population, also based on the March 1959 survey, are available in the Current Population Reports, Series P-50, No. 99.

quite 5 percent of the labor force had had less than 5 years of schooling, as against about 9 percent two decades ago.

The general educational level of the labor force at any one time is a composite of the schooling acquired by different age groups. Most of the workers under 35 years of age completed their high school or college educations during the postwar years of record school enrollments following World War II, and they have the highest attainment levels. Some 62 percent of the workers in March 1959 in this age group had graduated from high school, as compared with 54 percent for 35 to 44 year olds and 38 percent for those 45 to 64 years of age. The contrast is actually understated because the younger worker group does not, of course, include persons still in college who will eventually enter the labor force.

Postwar changes in educational attainment have been greater for young men than women in the population generally. Whereas formerly more boys dropped out of high school than girls, the proportions of 25 to 29 year old men and women who had graduated from high school by 1959 differed only slightly. (See table 2.) The likelihood of a young man of this age having finished college was nearly twice that of a young woman, a considerably larger difference than in 1940. It is probable that the large numbers of better educated veterans in the labor market and higher family incomes have contributed to this development.

TABLE 1. TRENDS IN EDUCATIONAL ATTAINMENT OF THE LABOR FORCE 18 TO 64 YEARS OLD, BY AGE AND SEX, 1940-59

Age group and year	Percent completing at least 4 years of high school			Percent completing 4 years or more of college		
	Both sexes	Male	Female	Both sexes	Male	Female
18 to 64 years:						
March 1959.....	50.9	47.8	57.0	9.7	10.5	8.2
March 1957.....	48.5	45.3	55.0	9.2	9.6	8.4
October 1952.....	44.5	41.2	51.4	8.1	8.3	7.7
April 1940.....	32.0	27.8	44.0	5.7	5.4	6.6
18 to 34 years:						
March 1959.....	61.9	58.3	69.2	10.2	11.5	7.4
October 1952.....	55.8	51.5	63.8	8.1	8.7	7.1
April 1940.....	46.5	35.5	51.3	5.4	5.2	5.9
35 to 44 years:						
March 1959.....	53.6	52.0	57.0	10.4	11.4	8.5
October 1952.....	46.0	44.4	49.4	8.8	9.0	8.4
April 1940.....	27.3	24.6	36.3	6.7	6.4	7.9
45 to 64 years:						
March 1959.....	38.0	34.5	44.9	8.9	8.9	8.8
October 1952.....	30.5	28.2	36.0	7.5	7.3	8.0
April 1940.....	21.6	19.5	30.8	5.5	5.1	7.2

TABLE 2. TRENDS IN EDUCATIONAL ATTAINMENT OF THE POPULATION 25 TO 29 YEARS OLD, BY SEX, 1940-59

Population group and year	Percent completing at least 4 years of high school			Percent completing 4 years or more of college		
	Both sexes	Male	Female	Both sexes	Male	Female
Total:						
March 1959.....	63.3	63.0	63.7	11.0	14.5	7.5
October 1952.....	56.7	54.7	58.5	10.0	13.7	6.7
April 1940.....	37.8	35.7	39.8	5.8	6.8	4.9
Nonwhite:						
March 1959.....	39.1	40.0	38.2	4.6	5.6	3.7
October 1952.....	27.8	27.6	28.0	4.6	3.2	5.7
April 1940.....	12.1	10.4	13.6	1.6	1.6	1.7
Rural farm:						
March 1957.....	45.1	40.1	50.4	2.8	1.9	3.7
April 1950.....	33.5	30.3	36.6	2.0	1.9	2.2
April 1940.....	22.1	18.7	25.9	1.5	1.3	1.8

SOURCE: U.S. Bureau of the Census, 1940 Census of Population, and Current Population Reports, Series P-20, Nos. 45, 77, and 99.

Despite these marked advances, there are still wide disparities in the educational attainment of different groups within the population, even those of the same ages. In 1957, when such information was last available, the proportion of 25 to 29 year olds living on farms who had completed high school was still about one-fourth lower than for all 25-29 year olds, notwithstanding a somewhat sharper rate of increase since 1940. In 1959, between farm and nonfarm workers, there remained a gap of 3½ years in the median years of school completed, although this difference may partly reflect the migration of the younger and better educated farm residents to urban areas with greater opportunities.

Despite significant improvement, the educational attainment of the nonwhite population, even in the 25 to 29 age group, is also very low. In 1959, the ratio of high school graduates among these young people was barely up to that for this same age group of white persons in 1940. The likelihood in 1959 of young nonwhite men having graduated from college (some 5.6 percent of 25 to 29 year olds in 1959) was only three-fourths as great as for young white men in 1940.

The trend toward increased college education was most rapid in the earlier postwar years. Between 1947 and 1952, the proportion of young men aged 25 to 29 who had completed college rose from 6 to 14 percent. This abrupt increase was partly due to veterans' programs and also to the wartime postponement by many young men of plans for advanced education. In March 1959, the proportion of college graduates was only 14.5 per-

cent. But in recent years, the rate of school enrollment in the college ages has evidenced indications of a stronger upward trend, which should in the near future raise the proportion of 25 to 29 year old college graduates.

The various trends discussed must certainly have had a favorable effect on the quality of the Nation's labor supply. The average educational attainment level has increased in declining as well as expanding occupations, even more markedly for blue-collar (craftsmen, operatives, and non-farm laborers) than for white-collar workers (managerial, clerical, and sales personnel). The number of workers with high school or college diplomas has about doubled since 1940, whereas the labor force increased only about 20 percent.

Education and the Individual Worker

Differences in educational background and in work achievements among individuals may arise from a complex of intelligence, ability, motivation, work habits, etc.,—all working together to take a person further in school and to make him more successful in his work. Not all education is meant to result in economically productive effort, nor is education the sole prerequisite for efficient performance, yet a good education will develop innate abilities and open opportunities for higher paying work.

Earnings. Income is one reflection of the economic returns that result from the investment in education. In 1958, the median annual income of men who had graduated from college—about \$6,600—was nearly \$2,000 higher than for high school graduates. Men completing high school were in turn making \$1,300 more, on the average, than the incomes of workers not going beyond grade school (about \$3,200).² In large measure, these differences in income were related to differences in occupation. However, even within similar kinds of work, earnings were closely associated with education. For the age group 45

to 54, at which incomes normally reach their high point, median earnings for men with above average education for their occupation almost invariably exceeded the average earnings by a wide margin.

Income trends between 1949 and 1958 afford more evidence of the strong demand for education and training in the postwar job market. (See table 3.) Among men aged 45 to 54, the incomes of college graduates rose by about two-thirds, compared with about one-half for high school graduates and one-quarter for men who had not finished their elementary schooling.

The experience of workers during the recent 1957–58 recession is another example of this same point. Comparing median incomes for the recession year with the nearest prerecession period for which comparable figures are available (1956) provides evidence that the brunt of the recession income losses fell on the workers with the least amounts of schooling. These persons make up a good share of the workers in manual occupations, which were more adversely affected by employment cutbacks than occupations employing better trained workers. Incomes of city men completing elementary but not high school remained unchanged between the 2 years. For high school graduates, there was a significant increase of about \$140, and for men with at least 4 years of college, average income rose by around \$600. The median incomes of urban women with some college training rose substantially, while those for other groups

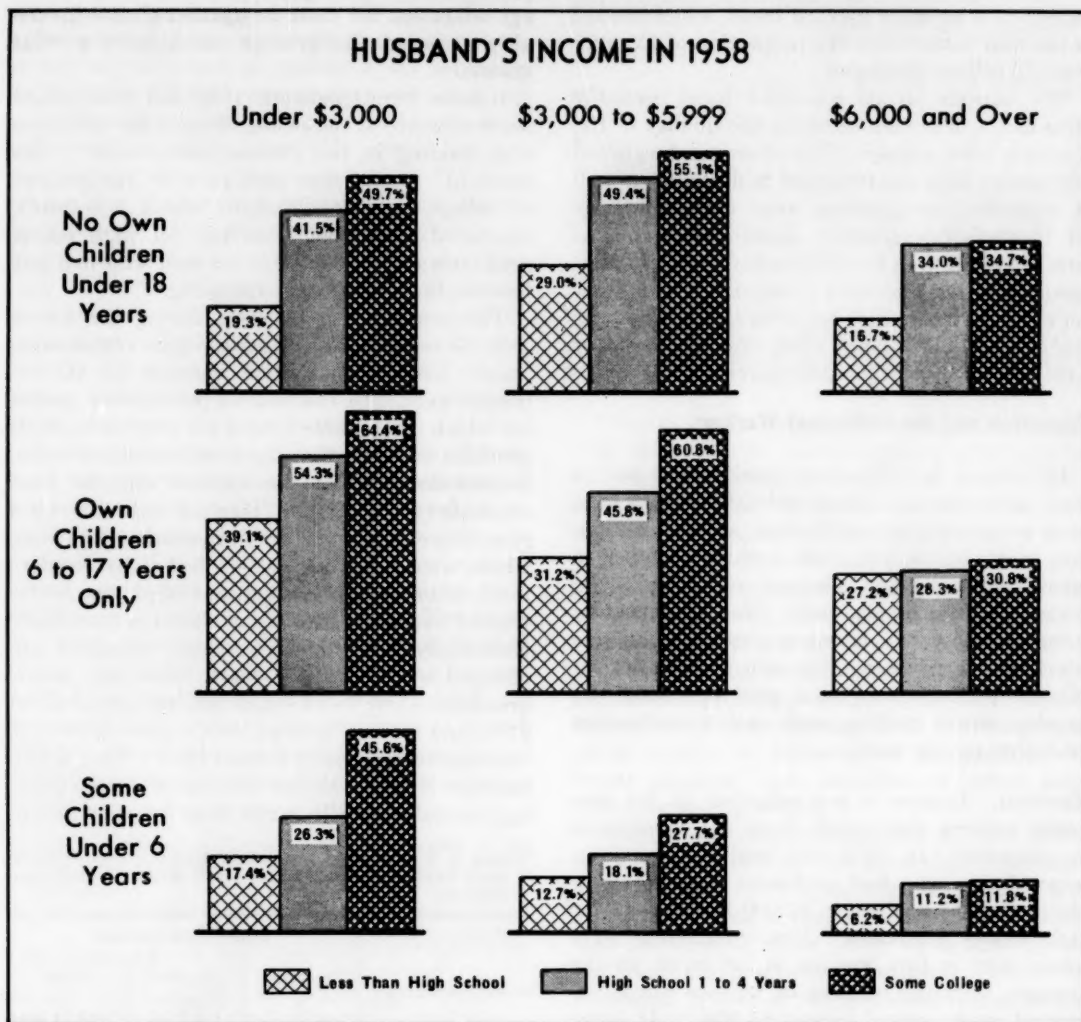
TABLE 3. CHANGES IN INCOME BY EDUCATIONAL ATTAINMENT FOR SELECTED POPULATION GROUPS, 1949–58 AND 1956–58

Population group	Years of school completed					
	Elementary		High school		College	
	Less than 8 years	8 years	1 to 3 years	4 years	1 to 3 years	4 years or more
Males, 45 to 54 years:						
1949.....	\$2,140	\$2,912	\$3,200	\$3,687	\$4,090	\$5,549
1958.....	2,094	4,065	4,622	5,433	6,366	9,220
Percent change.....	25.9	39.6	40.9	47.4	55.3	66.2
Urban males, 14 years and over:						
1956.....	\$2,654	\$3,631	\$3,858	\$4,563	\$4,526	\$6,176
1958.....	2,504	3,594	3,840	4,702	4,921	6,780
Change.....	-\$150	-\$37	-\$18	\$139	\$395	\$604
Urban females, 14 years and over:						
1956.....	\$330	\$1,178	\$1,111	\$2,093	\$1,775	\$3,090
1958.....	845	1,055	1,101	2,181	2,085	3,447
Change.....	\$515	-\$123	-\$10	\$88	\$310	\$357

² Detailed data on the incomes of persons and families by educational attainment for 1958 are available in Bureau of the Census, Current Population Reports, Series P-60, No. 33. Some of the materials used in this analysis have been made available by the Census Bureau from unpublished tabulations. For comparisons of the differences in incomes by educational attainment on a lifetime basis, see P. C. Glick and Herman P. Miller, Educational Level and Potential Income (in American Sociological Review, Albany, N.Y., June 1956, pp. 307-312) and also H. S. Houthakker, Education and Income (in Review of Economics and Statistics, Cambridge, Mass., February 1959, pp. 24-28).

SOURCE: U.S. Bureau of the Census, Current Population Reports, Series P-60, Nos. 33 and 37, and U.S. Census of Population, 1950, Special Report P-E, No. 5B.

Chart 1. Percent of White Married Couples With Wife in Paid Labor Force in March 1959, by Presence and Age of Children and Husband's 1958 Income



Source: U.S. Bureau of the Census.

at best remained about unchanged over the 2-year period.

Labor Force Participation. Education has an important influence on the rate of labor force participation (the percentage of a given population group who are in the labor force). A marked increase in these rates is associated with higher educational levels, as well as with personal circum-

stances, acquired and innate personal characteristics, and differences in job opportunities. The effect of education on rates of labor force participation is generally more pronounced for the population groups, mainly women and older persons, who are less apt to be in the labor force to start with.

The rate of labor force participation for women who had not completed high school (31.6 percent)

was only about three-fifths the rate for college women in March 1959 (53.2 percent). This general attainment pattern prevailed in varying degrees among women of equivalent ages, marital status, race, and residence. Chart 1 depicts some of the dissimilarities in the participation rates of white women related to education when two factors affecting their labor force decisions—husband's income, and presence of children—are held constant. As might be expected, a greater proportion of better educated women worked, whether or not they had children, than was true of wives with less educational accomplishment. More of the better educated women may work because they have greater job opportunities or higher aspirations for their families' standard of living.

The participation of all wives was curtailed when their husbands' incomes reached the higher income classes, where wives of all educational backgrounds were in the labor force to a more nearly equal degree. In general, however, the participation rates of well-educated wives whose husbands were better situated were so far reduced as to eliminate differences between them and the rates for women with less schooling and husbands not nearly as well off. Thus, mothers who had less than a high school education and whose husbands' incomes were under \$3,000 were even more apt to be working than were mothers who had gone to college and whose husbands were receiving \$6,000 or more a year.

The importance of education in women's labor force activity is related also to differences in potential earnings. For women as for men, there are better job opportunities for trained labor and thus more inducement for those of higher educational attainments to enter the labor force. In general, the occupations with the better earnings for women (working full-time year-round during 1958) were also the occupations where women with superior educational backgrounds were most likely to be working. (See chart 2.) Teachers, nurses, and other trained professionals earned an average of around \$4,000 or more for a full year's work, whereas women service workers with only part of a high school education, on the average, earned less than \$2,000. Women factory workers' earnings were fairly high in relation to their educational levels, and earnings for sales workers (about \$2,300) were rather low in view

TABLE 4. EDUCATIONAL ATTAINMENT OF PERSONS WORKING PART TIME FOR ECONOMIC REASONS¹ AND UNEMPLOYED PERSONS BY DURATION OF UNEMPLOYMENT, SELECTED AGES BY SEX, MARCH 1959

[Percent distribution]				
Sex, selected ages, and educational attainment	Civilian labor force	Part-time workers for economic reasons	Persons unemployed less than 15 weeks	Persons unemployed for 15 weeks or more
BOTH SEXES				
18 years and over.....	100.0	100.0	100.0	100.0
Did not complete high school..	50.3	74.8	66.8	72.3
Completed high school.....	49.7	25.2	33.2	27.7
MALE				
18 years and over.....	100.0	100.0	100.0	100.0
Did not complete high school..	53.3	75.9	69.4	75.0
Completed high school.....	46.7	24.1	30.6	25.0
25 to 54.....	100.0	100.0	100.0	100.0
Did not complete high school..	48.9	75.6	69.0	73.6
Completed high school.....	51.1	24.4	31.0	26.4
FEMALE				
18 years and over.....	100.0	100.0	100.0	100.0
Did not complete high school..	44.1	73.2	61.7	65.4
Completed high school.....	55.9	26.8	38.3	34.6
35 to 64.....	100.0	100.0	100.0	100.0
Did not complete high school..	49.4	77.3	70.0	74.2
Completed high school.....	50.6	22.7	30.0	25.8

¹ Persons working less than 35 hours per week because of inability to find full-time work, slack work, material shortages, etc.

of their average educational level (12.2 median years of school completed). Despite these exceptions, there was a general correlation of year-round earnings with educational attainment in occupations accounting for about 75 percent of the women employed in nonfarm industries in March 1959.

The comparative influence of education on labor force decisions varies with age for both men and women workers. Among married women, the differences in participation rates for persons with smaller amounts of schooling compared with high school or college graduates widen after the age of 45. The differences for men are somewhat marked at age 55 but become more distinct for men past 65. The labor force rate of men past 65 without a high school education (69 percent of the men in this age group) was about three-fifths as great in 1959 as for college graduates.

The differences between participation rates by educational attainment have widened over the years. For example, the striking postwar increases in the rate of labor force participation among middle-aged women have been especially pronounced for those with more schooling if allow-

ance is made for trends in marital status.³ Education continued to be an important factor for participation changes between 1957 and 1959, especially among married women. In addition, there has been an accentuation of the tendency for men with lesser amounts of schooling to retire earlier. This is undoubtedly associated with the fact that these men usually work in occupations requiring greater physical strength and that earlier retirement has become more feasible with better retirement benefits.⁴ Between 1952 and 1959, the participation rate for men past the age of 65 with less than a grade school education dropped from 40 to 30 percent, whereas the rate for college graduates in these ages declined considerably less (from 58 to 53 percent). A similar trend was evident among men aged 55 to 64; the rate for the less-than-grade-school group dipped

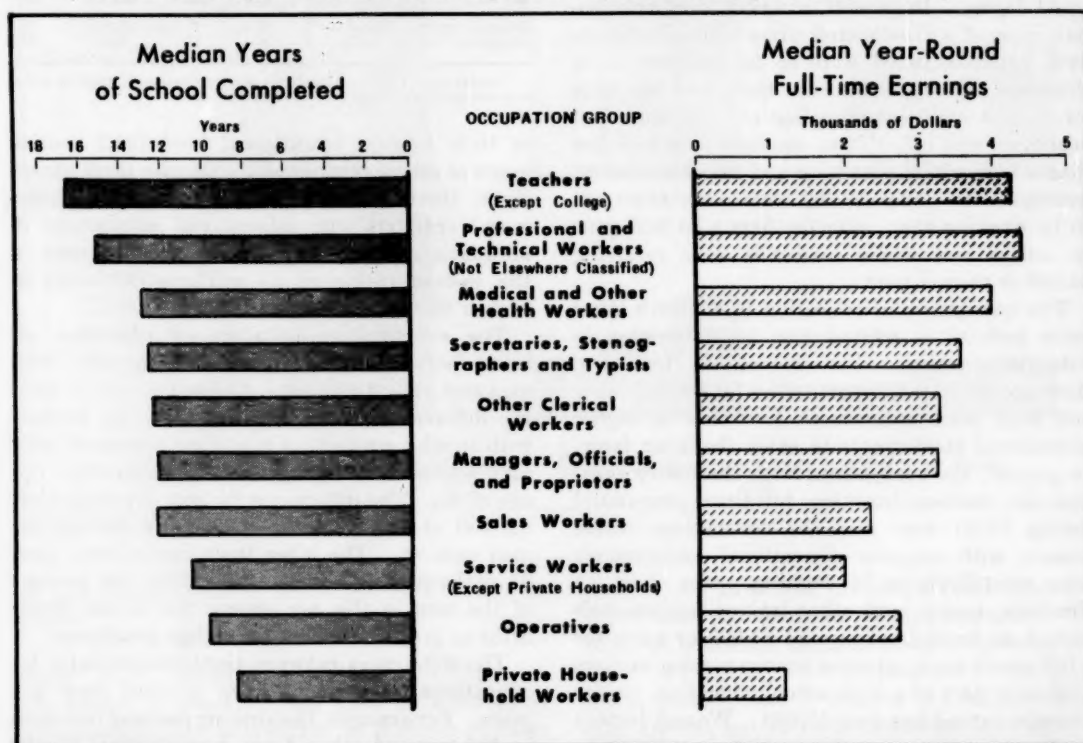
from 88 to 84 percent, whereas the rates for those who had more schooling remained more or less the same.

Hours of Work and Unemployment. In addition to the relationship between higher levels of learning and the tendency to remain in the labor force longer, there appears to be a connection between educational attainment and the incidence of short-time work and unemployment. Information on educational attainment of persons working part time for economic reasons (i.e., because of inability

³ See Gertrude Bancroft, *The American Labor Force: Its Growth and Changing Composition* (New York, John Wiley & Sons, Inc., 1958), pp. 65-70; also U.S. Bureau of the Census, *Current Population Reports, Series P-50, No. 18*, pp. 2-3.

⁴ For an analysis of work-life expectancy for men based on their educational attainment as derived from the 1950 Census data, see Stuart Garfinkle, *Work Life Patterns and Educational Levels* (in *Occupational Outlook Quarterly*, Bureau of Labor Statistics, December 1958, pp. 16-18).

Chart 2. Median Years of School Completed for Employed Women, March 1959,¹ and 1958 Median Earnings for Women Working Year Round Full Time,² Selected Occupations



¹ For employed women 18 years old and over by current occupation in March 1959.

² Earnings during 1958 of women 14 years and over working year round full time, by occupation of longest job during the year. Earnings from U.S. Bureau of the Census, *Current Population Reports, Series P-50, No. 33*.

TABLE 5. OCCUPATION DISTRIBUTION OF EMPLOYED PERSONS 18 YEARS OLD AND OVER, BY EDUCATIONAL ATTAINMENT AND COLOR: MARCH 1959

Major occupation group and color	Male			Female		
	Less than high school	High school 1 to 4 years	Some college	Less than high school	High school 1 to 4 years	Some college
White.....	100.0	100.0	100.0	100.0	100.0	100.0
Professional, technical, and kindred workers.....	1.2	4.7	40.6	1.0	6.2	52.8
Farmers and farm managers.....	13.2	5.6	2.2	1.9	.3	.2
Managers, officials, and proprietors, except farm.....	10.4	14.8	22.0	6.0	6.1	5.9
Clerical and kindred workers.....	3.0	8.9	8.3	8.2	43.6	28.0
Sales workers.....	2.8	6.8	10.8	7.7	9.2	5.2
Craftsmen, foremen, and kindred workers.....	22.2	25.1	7.7	1.0	1.0	.3
Operatives and kindred workers.....	25.1	21.9	4.8	30.9	14.8	1.8
Private household workers.....	.1	(1)	.1	13.6	3.0	.7
Service workers, except private household.....	7.4	5.6	2.4	22.1	13.5	4.4
Farm laborers and foremen.....	4.8	1.3	.5	6.1	1.9	.8
Laborers, except farm and mine.....	9.8	5.3	1.2	.8	.3	
Nonwhite.....	100.0	100.0	100.0	100.0	100.0	100.0
Professional, technical, and kindred workers.....	0.5	1.5	40.7	0.2	2.9	52.2
Farmers and farm managers.....	8.4	2.3		.5		
Managers, officials, and proprietors, except farm.....	2.0	2.0	4.7	3.1	1.4	2.4
Clerical and kindred workers.....	1.4	9.2	15.7	.9	12.4	17.0
Sales workers.....	.3	1.4	3.7	.8	1.3	2.8
Craftsmen, foremen, and kindred workers.....	7.5	12.3	10.3	.2	.0	
Operatives and kindred workers.....	23.6	28.2	8.3	13.0	15.8	5.5
Private household workers.....	.3	.3		63.6	29.4	10.3
Service workers, except private household.....	10.3	10.2	14.0	21.6	33.5	9.9
Farm laborers and foremen.....	12.0	3.8	.7	5.6	1.5	
Laborers, except farm and mine.....	33.6	19.7	5.0	.6	1.0	

¹ Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

to find full-time work, slack work, material shortages, etc.), and of the unemployed, classified by duration of unemployment, was obtained for the first time in March 1959. In all age-sex categories, a disproportionate number of both these groups consisted of workers with the lowest amounts of schooling (table 4). Close to three-quarters of both the long-term unemployed and the economic part-time workers, even those in central working ages, came from the half of the work force that had not completed high school. Involuntary part-time work and unemployment are usually more prevalent among manual workers—occupations absorbing a larger proportion of the less well-educated work force.

The median years of school completed were much lower for economic part-time workers than for persons working full time—around 9 versus slightly more than 12 years—and also lower by about the same amount than for persons working part time voluntarily.

Similarly, the average educational level of the shorter duration unemployed workers was higher than for workers with prolonged unemployment

(10.3 median school years completed for persons seeking work less than 5 weeks and 9.4 years completed for those out of work for 15 weeks or more). This may be partly attributable to the fact that young persons looking for work make up a higher proportion of the short-term unemployed, but even among central working ages, the short-term jobless included more high school graduates. These short-term unemployed usually include more of the so-called "frictional" cases—new workers, the seasonally unemployed, persons changing jobs, and the like. Although the levels of unemployment and hours of work in the spring of 1959 still showed the effects of the 1957–58 recession, the evidence is fairly conclusive that there is considerably less slack in the demand for better educated workers. While the median years of school completed for employed workers increased from 10.9 to 12.0 years between 1952 and 1959, the median for the unemployed remained virtually unchanged at about 10 years between these dates.

*Attainment Differences and Color.*⁵ As already indicated, the gap in average attainment between white and nonwhite workers is still very wide in spite of the significant forward strides of the last two decades. Negro workers, on the average,

⁵ In this discussion, the terms Negro and nonwhite are used interchangeably, although the survey classifications include in the nonwhite population a small proportion (about 6 percent) of Chinese, Indians, and other nonwhite persons.

TABLE 6. EMPLOYMENT STATUS AND LITERACY¹ OF PERSONS 18 YEARS OLD AND OVER, BY COLOR AND SEX, MARCH 1959

[Percent distribution]

Labor force status	Literate				Illiterate			
	Male		Female		Male		Female	
	White	Nonwhite	White	Nonwhite	White	Nonwhite	White	Nonwhite
Population: Number (in thousands).....	46,006	4,506	51,097	5,456	895	545	786	345
Percent.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Labor force.....	85.7	87.4	36.6	49.6	57.7	72.3	10.9	23.8
Employed.....	81.1	75.4	34.6	44.1	51.5	63.1	9.5	21.7
Agriculture.....	7.2	8.7	1.1	1.4	19.7	23.3	2.3	1.7
Nonagriculture.....	73.9	66.7	33.5	42.7	31.8	38.8	7.3	20.0
Unemployed.....	4.7	11.9	1.9	5.4	6.1	9.2	1.4	2.0
Not in labor force.....	14.3	12.6	63.4	50.4	42.3	27.7	89.1	76.2
Unemployment rate ²	5.4	13.7	5.3	11.0	10.7	12.7	12.8	(3)

¹ Persons who could not read and write a simple message either in English or any other language were classified as illiterate.

² Unemployed as a percent of labor force.

³ Percent not shown where base is less than 100,000.

have about 3½ years less schooling than the rest of the labor force; only one out of four Negro workers has completed high school, compared with one out of two other workers. Moreover, other factors limit the economic opportunities of the nonwhite population, as shown by comparisons of white and nonwhite workers, education group for education group.

Negro men and women who had had some college training were as likely as the rest of the population to be working in professional or technical jobs in 1959, but not so for other occupations (table 5). Where 22 percent of white college men became proprietors, managers, or officials, only 5 percent of Negro college men were in jobs of this nature. The proportion of Negro men with some college education who worked in relatively low-paying service and laborers jobs was about five times that of whites (19.0 versus 3.6 percent). Ten percent of Negro women who had gone to college were working as domestics, compared with about 1 percent of other college women. The disparity was similar at lower levels of attainment. About 44 percent of white women who had attended high school became secretaries or were doing other clerical work as compared with about only 12 percent of nonwhite women. Most (63 percent) of these nonwhite women were working as domestics or other service workers, as opposed to only 17 percent in the comparable white group. Some 34 percent of the least educated (no high school) nonwhite men were working as nonfarm

laborers, whereas only 10 percent of the whites with similar education were so employed.

Among Negro workers, the fundamental ability to read or write seems to make less difference than for whites where the capacity for finding or keeping jobs is concerned. Whereas among white workers, unemployment rates for illiterates were almost twice as high as for literate workers in 1959, the unemployment rates for nonwhites, literate or not, were not significantly different (table 6). Part of this may be explained by the probably low mental ability among some of the few remaining illiterate white persons, but part may, also reflect the greater concentration of literate Negroes in fairly menial jobs where unemployment occurs more frequently.

Other studies have shown that the incomes for nonwhite earners do not increase as markedly with rising educational levels as those of whites.⁴ All in all, the evidence is fairly impressive that the economic gains associated with higher education are not as clear cut for this minority group. The general implication is that although increasing educational opportunities are of great importance in improving the Negro's status in the United States, there is also need for the easing of institutional barriers and changes in attitudes, some of which are probably independent of educational disparities.

⁴ See Herman P. Miller, *Income of the American People*, Census Monograph Series (New York, John Wiley & Sons, Inc., 1955), pp. 42-48, and Current Population Reports, Series P-60, No. 27, pp. 10-11.

Changes in Occupation Structure

The educational standards set for certain occupations, some through legislation and others by the needs of the business world, tend to establish different occupational patterns at the several educational levels. For example, close to 80 percent of employed college graduates held either professional or managerial positions in March 1959. About half the employed women completing high school or 1 to 3 years of college were working at

secretarial or other clerical jobs. Workers with lesser amounts of schooling were most likely to be employed in less skilled, lower paying occupations—42 percent of men failing to complete the elementary grades were employed as laborers or semiskilled operatives, as compared with 23 percent of those completing high school.

These broad patterns were about the same in other postwar years; the fairly small modifications which have occurred reflect mainly changes in the relationship of the demand and supply for labor with particular kinds of training. Table 7 shows the major changes in the broad occupation structure of the labor force between 1952 and 1959.⁷ It also shows an estimate of what the occupation distribution of the employed would have been in 1959 if the demand for workers at each attainment level had remained the same in the various occupation groups as in 1952.⁸ The differences between the actual structure and that "expected" on

⁷ Since table 7 compares the occupational structure in October 1952 with March 1959, certain of the changes noted may be affected by seasonal patterns. The most significant bias from this source occurs in the farm occupations, which normally expand between March and October. The changing proportions, due to this seasonal movement in 1959, were only about a quarter of the total change between 1952 and 1959. The trends noted in table 7 conform reasonably well also with the general occupational trends observed from a much wider body of data available without regard to educational attainment.

⁸ The "expected" estimate was derived by distributing the actual number of workers in each attainment category in 1959 by the 1952 occupational patterns for that educational level.

TABLE 7. CHANGES IN THE OCCUPATION DISTRIBUTION OF THE EMPLOYED, BY EDUCATIONAL ATTAINMENT, OCTOBER 1952 TO MARCH 1959

[Includes only persons 18 years old and over reporting school years completed]

Educational attainment and year	Total		Percent distribution by occupation group								
	Number (thousands)	Percent	Professional and technical workers	Managers, officials, and proprietors	Clerical workers	Sales workers	Craftsmen and foremen	Operatives	Laborers, excluding farm and mine	Farm occupations ¹	Service workers, including private household
Total employed:											
October 1952.....	58,910	100.0	8.9	10.5	13.4	5.8	15.1	21.0	5.4	10.0	9.9
March 1959.....	60,801	100.0	11.6	11.2	14.4	6.3	13.4	18.2	5.3	7.6	12.0
"Expected" ²	60,801	100.0	10.4	11.0	14.4	6.1	14.7	19.9	4.9	9.2	9.4
Change:											
Actual.....	1,891		2.7	.7	1.0	.5	-1.7	-2.8	-.1	-2.4	2.1
"Expected" ²	1,891		1.5	.5	1.0	.3	-.4	-1.1	-.5	-.8	-.5
Difference.....			1.2	.2		.2	-1.3	-1.7	.4	-1.6	2.6
Occupational patterns at varying educational levels:											
Elementary—less than 8 years:											
October 1952.....	11,612	100.0	0.3	5.1	1.9	1.9	13.3	27.9	12.2	21.9	15.5
March 1959.....	9,072	100.0	.7	6.7	2.0	2.2	12.5	24.4	14.0	18.1	19.4
Change.....	-2,540		.4	1.6	.1	.3	-.8	-3.5	1.8	-3.8	3.9
High school—less than 4 years:											
October 1952.....	21,706	100.0	1.5	9.1	7.8	4.8	19.8	28.6	6.1	10.4	11.9
March 1959.....	20,763	100.0	1.8	9.5	8.3	5.2	17.7	26.6	6.1	8.9	15.9
Change.....	-943		.3	.4	.5	.4	-2.1	-2.0		-1.5	4.0
High school—4 years:											
October 1952.....	15,876	100.0	5.2	13.0	26.3	8.5	14.2	16.0	2.8	5.7	7.3
March 1959.....	15,967	100.0	6.9	11.7	27.2	8.2	14.1	14.8	2.9	4.6	9.6
Change.....	91		1.7	-1.3	.9	-.3	-.1	-1.2	.1	-1.1	2.3
College—less than 4 years:											
October 1952.....	4,950	100.0	22.3	16.5	22.8	9.9	10.3	7.7	.9	4.3	5.3
March 1959.....	5,821	100.0	22.8	18.6	22.0	10.7	8.4	6.7	1.6	3.1	6.1
Change.....	871		.5	2.1	-.8	.8	-1.9	-1.0	.7	-1.2	.8
College—4 years or more:											
October 1952.....	4,766	100.0	60.2	14.6	10.7	5.8	2.5	1.7	.7	1.7	2.1
March 1959.....	5,178	100.0	64.6	14.6	7.1	6.4	2.8	1.4	.3	1.1	1.7
Change.....	412		4.4		-3.6	.6	.3	-.3	-.4	-.6	-.4

¹ Includes farmers, farm managers, farm laborers, and foremen.

² See footnote 8 in text.

NOTE: Because of rounding, sums of individual items may not equal totals.

the basis of the 1952 patterns at the various educational levels broadly gage the changes in demand over this period. With one exception, all major occupation groups actually changed in the direction "expected." Professional, managerial, clerical, and sales occupation groups all increased, as the proportions in blue-collar and farm occupations declined. However, the proportion in service jobs, which would have been expected to decline in the face of increasing attainment levels, actually increased over these years.⁹

The differences between the "expected" and the actual 1959 occupation structure mainly depict an increasing demand for better educated workers. The proportion of workers with college educations drawn into professional and technical positions, already fairly high, increased. The coincidence of the "expected" and actual proportion for all clerical workers conceals changes among some of the attainment groups. The proportion of college-trained clerical workers declined, mainly because about 19 percent of the employed women college graduates were in clerical positions in 1952, as compared with about 11 percent in 1959. This shift was offset mostly through the greater employment of women with some high school education as clerical workers.

The actual contractions among blue-collar and farm occupations were larger than "expected," but for the most part, these declines were offset by the expansion in service lines. It is still too early to determine how much of this development was a temporary consequence of the 1958 recession and how much represented some more funda-

mental long-run change. The proportions shifting from declining blue-collar and farm occupations were greatest among workers who had not completed high school. This had the effect of raising the average educational level of those remaining in the declining occupations, in some cases, more than for occupations which were growing vigorously.

* * * * *

For the future, advances in power and technology portend an increasing need for highly specialized skills and talented leadership.¹⁰ The more specialized services a wealthier society will require will also raise educational requirements in many occupations. The educational plant necessary to train the labor force of the future will need more and better informed teachers and scholars. In March 1959, the educational attainment of the American workers reached its highest level in our history. Despite this, the Nation's earnings structure, the growth of various occupations, and differences in labor force participation strongly suggest that the major cause of labor scarcities in certain occupations is still the underdevelopment of human endowments that can be made more productive through education and training.

⁹ If changes in educational requirements for service occupations since 1952 could be taken into account specifically, it is possible that a decline would not have been "expected" in this sector.

¹⁰ See *Manpower—challenge of the 1960s* (U.S. Department of Labor, 1960) for an appraisal of the future needs for trained workers; and Helen Wood, *What's Ahead for College Graduates* (in *Occupational Outlook Quarterly*, Bureau of Labor Statistics, December 1958, pp. 3-9).

Price Trends in the 1959 Economy and the Outlook

JEAN MASSEL*

THE YEAR 1959 opened with a burst of rising expectations of economic expansion and prosperity, but also with fears of rising prices. How to achieve growth with price stability developed into the major domestic preoccupation of the administration and congressional committees. As the economy pulled strongly out of the mid-1957 to 1958 recession, concern increased that rigidities caused by such influences as "administered" prices and wages and Government requirements left prices nowhere to go but up.

Despite these expectations of significant price increases during 1959, both the wholesale and the consumer price indexes showed greater stability than rising demand or increased costs or profits might have indicated. Over the year, based on data available through November, the Wholesale Price Index (WPI) fluctuated fractionally up and down, while the Consumer Price Index (CPI) rose by less than 2 percent. However, this degree of stability applied only to the indexes as a whole, not to their component parts. In particular, declining prices for farm products and foods helped to offset other price gains. Nevertheless, the overall stability relative to other economic indicators quelled the fears of many that price rises would become general, permanent, and acute.

In fact, the outlook for 1960, although it indicates some rise in prices, underlines the moderate character of the uptrend. The outlook, however, assumes the absence of any major disruptions of economic activity.

Underlying Events and Economic Trends

The impending steel dispute helped to spark an upsurge in the economy during the first half of

the year through a large inventory buildup by steel users in anticipation of the strike. The unprecedented duration of this steel strike, with its direct impact on employment, production, and profits, had widening ramifications throughout the economy. This largely explains an economic slackening during the third quarter that reached into the fourth, thus somewhat braking the developing boom.

Important wage increases were obtained in a number of other industries during the year, some based on earlier agreements, and together affecting about two out of three workers covered by major collective bargaining agreements. Yet, these were dwarfed in the public mind by the steel strike as a major potential cause of widespread price increases.

However, other forces were at work to prevent a general inflationary advance, although they cannot readily be pinpointed to prices of specific commodities. These included productivity gains and expanded capacity that seemed to keep abreast of rising demand until the steel stoppage adversely affected some sectors. Increased import competition also had a tempering effect in some industries. Tighter monetary and fiscal policies probably provided a broad steadying influence but with notable exceptions, particularly mortgage interest.

In an effort to offset rising inflationary pressures, the Federal Reserve Board shifted its relatively "easy money" policy that prevailed during the low period of 1958 toward increasing restraints as the economy advanced during 1959. These policies were accompanied by the Treasury's efforts to improve debt management by lifting interest rate ceilings on longer term Government borrowings. A strong drive to balance the Federal budget for the 1960 fiscal year, after a \$13 billion deficit in the cash budget for fiscal 1959, was consistent with tightening monetary policies.

Changes in our international balance of payments situation also affected 1959 prices, as imports increased. Whereas commercial exports of merchandise continued to exceed imports, the differential narrowed in 1958 and again in 1959. Moreover, while our total international payments have exceeded receipts for years, this gap widened recently and resulted in an increased outflow of

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gold and larger foreign holdings of dollars redeemable in gold. These conditions aroused new concern over our domestic costs and prices as compared with those abroad and the future position of our exports in world markets. Various policy approaches to these issues could have differing effects on domestic prices over the longer run. More immediately, however, import competition for automobiles and other manufactured goods has helped to deter price increases.

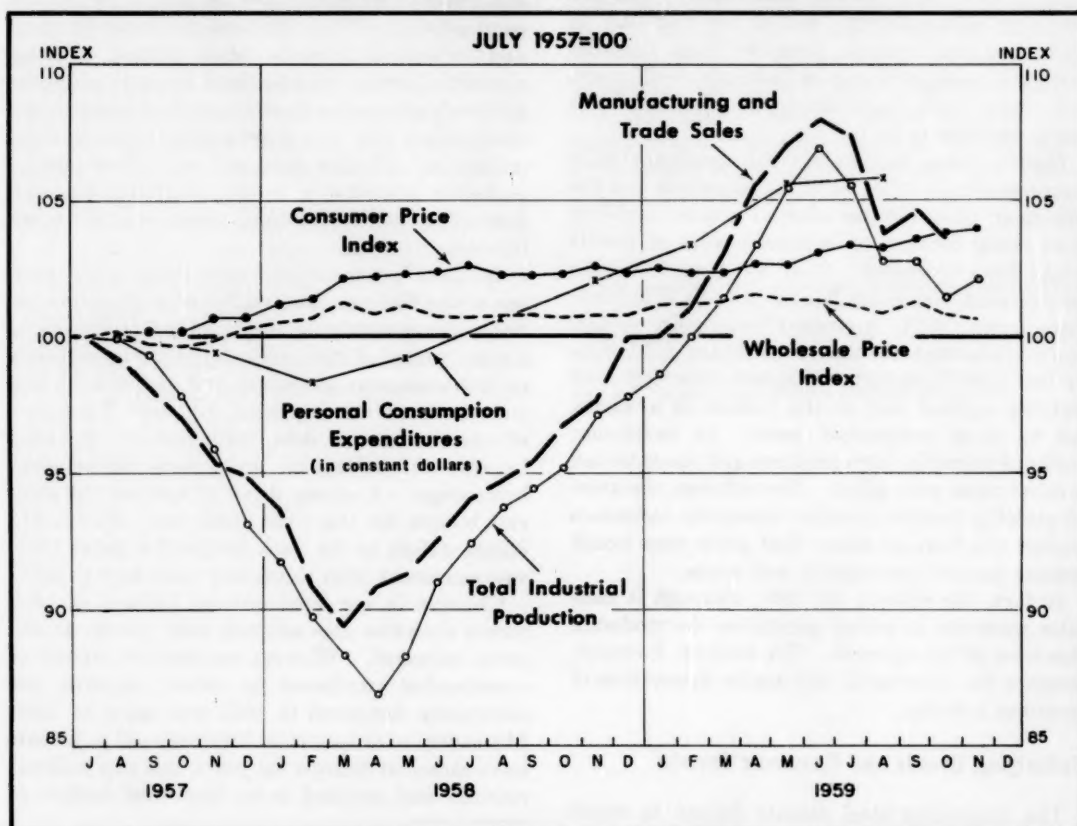
The strong, general rise in economic activity during the first half of 1959 generated enough momentum to sustain a high level during the remainder of the year, despite the retarding influence of the steel strike. Thus, 1959 reflected recovery from the recession of late 1957 that

reached its low point in March and April 1958, as well as growth above the last cyclical peak in mid-1957.

Throughout this period of cyclical change, prices remained relatively stable. Just as wholesale prices held firm between the last cyclical peak of mid-1957 and the 1958 low point and retail prices continued to advance contracyclically, so the average rise since the trough period was minor, compared with other economic trends (chart 1).

The spending rate was much higher on all fronts: personal consumption expenditures in the third quarter of 1959 were up nearly 8 percent in constant dollars and 9 percent in current dollars above the 1958 trough; private investment was 28 percent higher, while the rate of Government spend-

Chart 1. Wholesale and Retail Prices Compared With Personal Consumption Expenditures, Total Sales, and Industrial Production, July 1957–November 1959



ing rose by 10 percent, mainly reflecting increases at the State and local levels.¹

Meanwhile, total sales and total industrial production in the third quarter were 16 percent above the 1958 low point, and output of both durable and nondurable manufactures gained still more, despite the sharp drop for metals and metal products at this time of steel shutdown. Civilian employment gained over 6 percent in total, but less than 4 percent for seasonally adjusted non-agricultural employment, which then showed a net decline from June because of the steel strike. However, total gross national product was 11 percent higher in the third quarter than during the 1958 trough, despite some slackening from the second quarter peak rate. Not only did the general rise in 1959 apply to the supply and demand for most goods and services, but also to the values of equities such as real estate and common stock.

As 1959 progressed, few indicators showed declines that were not mainly attributable to temporary conditions arising out of the steel and smaller work stoppages. The most important decline was in residential construction which had been a major source of economic gain during most of 1959. However, the rate of new housing starts began to diminish in May, reflecting a scarcity of loanable funds and higher interest rates, but continued well above 1958 levels until the sharp drop in October. Although housing construction in 1960 may fall somewhat short of the high 1959 average rate, the reduction should be tempered by sustained demand for multiple-unit dwellings and higher priced houses, and by a backlog of FHA and VA commitments.²

Another decline took place in the rate of consumer savings during 1959. While disposable personal income leveled off during the second and third quarters, personal consumption expenditures continued to rise, and cut into the savings rate by over 9 percent. This brought the ratio of savings to disposable income down to 6.5 percent, lower

than in any quarter during the past 3 years. Also, both total consumer credit and new installment credit reached new highs in 1959 despite tight money policies, while repayments rose only slightly. These conditions could portend a future lower rate of buying in relation to income, both to rebuild savings and to repay outstanding debts. In general, however, the high demand of 1959 pointed to a further period of advance.

Farm Products and Processed Foods

In contrast to the high level of business activity and consumer demand in 1959, wholesale and retail prices for food and other farm products generally declined. These reductions largely offset prevalent increases for many other goods and services. Moreover, the outlook is that average prices for agricultural products at all levels will decline further, despite possible increases in processing and marketing charges.³

Farm products and processed foods warrant special attention since they have a major effect on the general average of wholesale and consumer prices (representing 23 and 29 percent of the respective indexes as of December 1958). Further, they are subject to farm cycle and other conditions that differentiate their price trends from those of other commodities (chart 2).

The wholesale price index of farm products moved fairly steadily upward through 1957 and until March 1958, when it reached the highest level since 1952, and thereafter declined steadily and very sharply. Similarly, processed foods at wholesale rose to a new high in June of 1958, and then declined but less extremely during 1959. The combined farm products and processed foods index at the end of the year was over 4 percent below the end of 1958.

The consumer food price index includes restaurant meals as well as foods for home consumption. Prices for this combined index rose to an alltime peak in July 1958 of nearly 22 percent above the 1947-49 average. The index then declined fairly steadily through April 1959, to not quite 18 percent above the base period, and then increased slightly, fluctuating within a narrow range of about 1 percent. The price of restaurant meals crept steadily upward, while foods purchased for home use accounted for all declines. Between

¹ These and the following data in this section represent annual rates, all seasonally adjusted except for total civilian employment. The third quarter is used as the most recent for which data are presently available; also as probably close to the average rate for the year as a whole.

² See Housing and Home Finance Agency, *Housing Statistics*, October 1959, pp. 46-47. See also FHA and VA Statistics and the Housing Market (in *Construction Review*, Bureau of Labor Statistics, June 1959, pp. 2-4).

³ See U.S. Department of Agriculture, *Agricultural Marketing Service*, *The National Food Situation, 1960 Outlook*, October 1959.

September 1958 and September 1959, for example, the total food index fell by 1.3 percent, with foods at home dropping by slightly over 2 percent and restaurant meals rising by 3 percent.

The recent price decline for farm products in general reflects the abundance provided by U.S. farms under favorable weather conditions and a continuation of rapid improvements in technology, which have vastly increased per-acre yields. Although 1958 had been a peak production year and output of some crops declined in 1959, it rose still higher for many. These included cotton, corn, and the important group of livestock, poultry, and their products. In terms of total farm output, marketings, and home consumption, 1959 probably reached a new record high.⁴

These agricultural developments especially affect wholesale prices. Farm products that fell

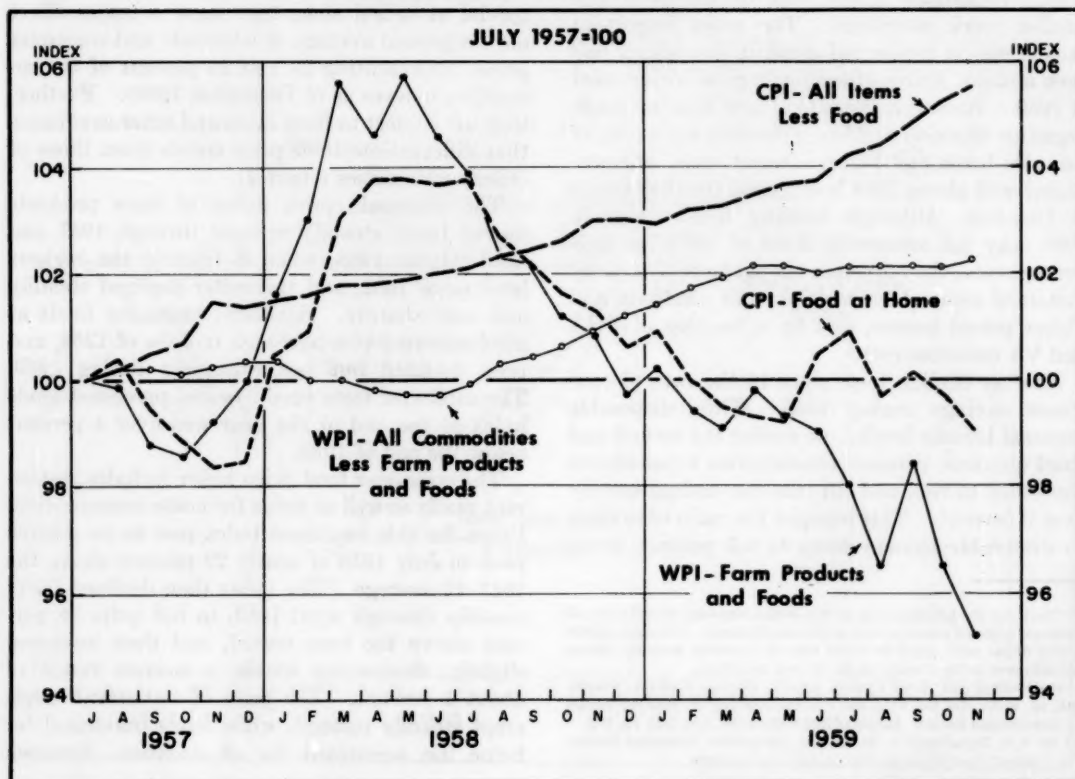
sharply at wholesale during 1959 included the livestock and poultry group, eggs, and fibers. Among the processed foods, declines were notable for orange concentrate, pork, fats and oils, and coffee—the last being a continuation of a long-term decline. Higher prices for some fresh fruits and vegetables, some dairy products, wheat, bread, and tobacco limited the overall decreases.

At retail as at wholesale, declines in the prices of pork, coffee, fats and oils, poultry, and eggs were important, and higher prices for fresh produce failed to offset these declines.

The general outlook for farm and food prices in 1960, assuming normal weather conditions, is for an average decline at the wholesale level similar to that of last year. Retail prices should decline less than at wholesale, while restaurant meals, with

⁴ Ibid., tables 1 and 5, which contain preliminary estimates.

Chart 2. Wholesale and Retail Price Trends of Farm and Food Products Compared With All Other Items, July 1957–November 1959



their strong services component, are apt to continue their upward climb. Any further additions to State or local sales taxes for foods as well as other products would also affect consumer prices. These forecasts are strongly influenced by the expected downward movement of meat prices, since heavy marketings of pork are expected to continue, and the huge buildup of cattle herds in 1959 should weaken beef prices as more cattle reach the market. Also, a further drop in egg prices is forecast, and perhaps lower prices for fresh fruits and vegetables if crop conditions should improve over last year. Many food items, however, should fluctuate seasonally in price at about 1959 levels, and some may increase slightly because of added processing and distribution costs.

Wholesale Prices Other Than Farm and Foods

Excluding farm and food prices, the average rise for all other wholesale prices was only about 1 percent, with somewhat greater increases possible for 1960. This composite change masks different price movements among the many commodities within 13 major commodity groups.

Part of the wholesale price increases during 1959 are attributable to greatly accelerated demand since the cyclical trough in the spring of 1958. For example, the great increase in construction activity, especially residential building, underlay sharp price rises for lumber and many other products. Price increases for machinery and equipment, for example, could be traced in part to this and to the buildup in steel and other inventories.

On the other hand, cost factors also seem to be a prevailing influence. By last November, straight-time hourly earnings for all manufacturing were about 4 percent above the spring of 1958. Nearly all wage earners covered by the major collective bargaining agreements⁶ received wage-rate increases in 1959 except for those still negotiating toward the year's end. Also, union building trades scales by October averaged nearly 5 percent above a year earlier. However, it would be necessary to relate such wage changes for particular commodities or groups to the productivity gains achieved

during 1959, for which no data are yet available, before a labor-cost impact upon their prices could be estimated.

Materials costs also have risen, and this is evidenced by the differing price movements by stage of processing reported in the wholesale price index⁷ (chart 3). So, between the cyclical trough in the spring of 1958 and the end of 1959, by far the strongest upward movements applied to the normally volatile group of crude nonfood materials for further processing. This group includes such items as crude natural rubber, copper, wastepaper, iron ore, iron and steel scrap, and hides. The crude materials group increased by nearly 8 percent over this interval, followed in turn by a 2.5-percent rise for producers' finished goods (heavily influenced by machinery); a 2.3-percent rise for intermediate materials and components; and a 1.6-percent gain for consumer finished goods.

Transportation and other costs also were part of the price picture, as well as a high level of profits. Corporate profits after taxes rose steadily from a recession low annual rate of \$16 billion in the first quarter of 1958 to \$27 billion in mid-1959,⁷ and with the highest proportion retained for expansion and other purposes of any recent year.

Viewing the 1959 price changes by the major commodity classifications of the WPI, the most striking increases since the March 1958 recession low were for three of the smaller groups. Hides, skins, and leather products rose nearly 20 percent between March 1958 and August 1959 as a shortage of hides followed a low period of cattle slaughter in relation to demand. These prices declined, however, toward the end of 1959. Lumber and wood products rose 10 percent by September with high construction levels, then turned seasonally downward but with some renewed increases late in the year. The possibility of a log shortage in the Northwest (of importance in nonresidential building), replacement of depleted inventories, and rising millwork costs could increase prices during 1960. The tobacco and bottled beverages group also increased noticeably, owing almost entirely to the beverage component.

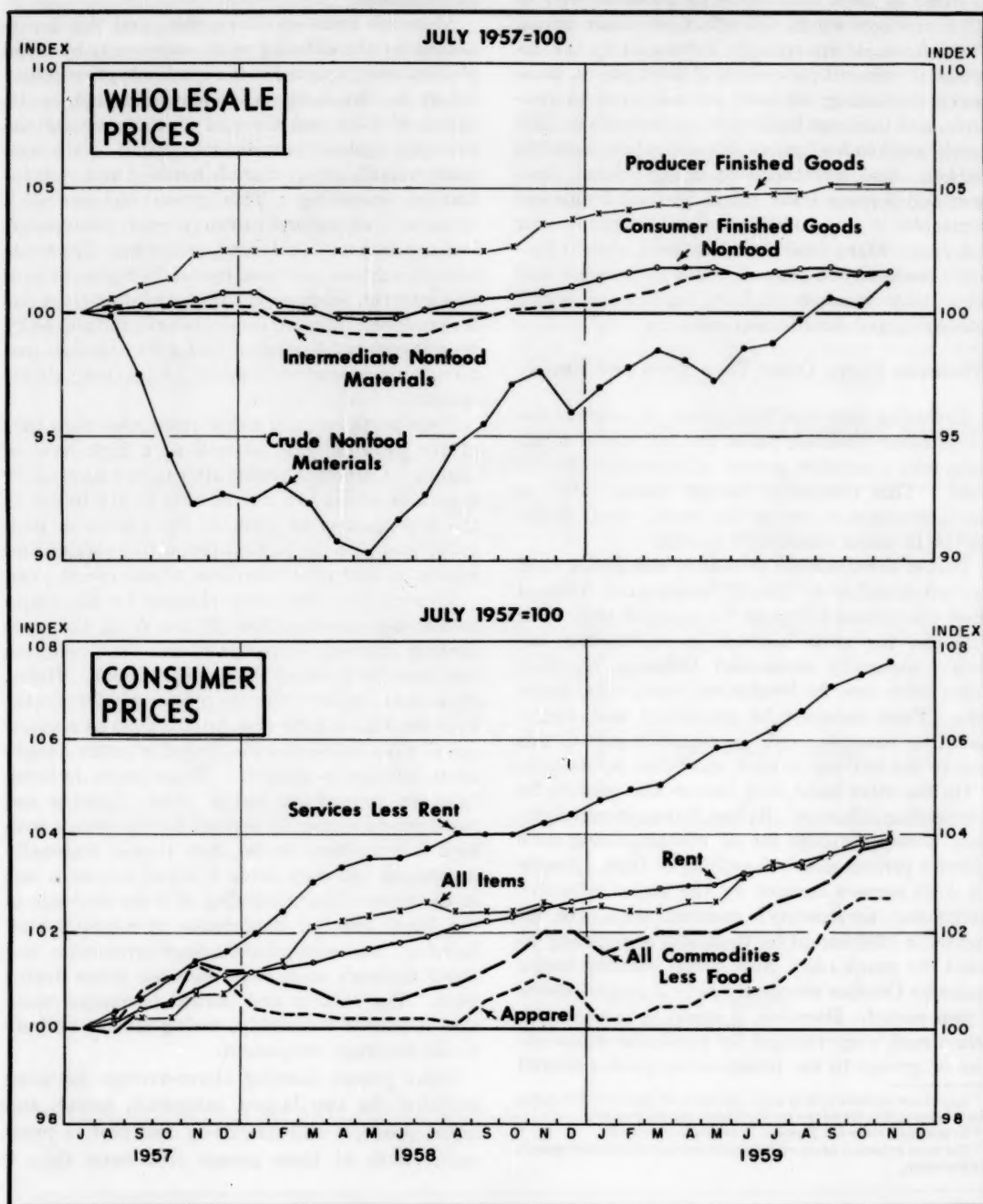
Other groups showing above-average increases included the two largest categories, metals and metal products and machinery and motive products. Both of these groups rose more than 3

⁶ Agreements covering 1,000 or more workers in all major industry groups except construction, the service trades, finance, and government.

⁷ Data exclude crude and processed foodstuffs and feedstuffs.

⁷ The latest published figure, a preliminary estimate for the third quarter, is \$23.8 billion.

Chart 3. Wholesale Price Trends by Stage of Processing and Consumer Price Trends for Commodities and Services, July 1957–November 1959



percent from the recession trough to the end of 1959. Moreover, they were already at a much higher price level than others, and by late fall, the metals group had again reached a record high.

A few major groups either showed moderate average changes or remained stable between March 1958 and September 1959, partly because of offsetting price movements of commodities within each. This was particularly true of chemicals and allied products, a group which has been noteworthy for its stability during the past several years. Rubber and rubber products prices dipped briefly last summer to about 2 percent below the March 1958 level, but began a renewed rise in the last quarter. The decline followed a probably temporary cut in tire prices, which offset increases for crude rubber and other rubber products. Prices for the important fuel, power, and lighting materials group fluctuated seasonally upward and then declined to less than the March 1958 level during 1959, while furniture and household durables were at about the March 1958 level throughout last year. The large textiles and apparel groups gained by over 2 percent, reversing a 1958 decline.

Price trends for products included within a few of the major groups that most affect the index throw light on the 1959 situation and on the near future outlook.

Within the metals and metal products group, iron and steel scrap as usual fluctuated widely and in June began a sharp rise in expectation of poststrike demand and ore shortages. Iron ore prices were stable except for some declines for imported ore last spring. Prices for steel mill products remained virtually stationary during 1959. Nonferrous metals, including scrap and a number of refinery products, increased markedly in price during 1959 and are subject to further upward pressures from high demand and rising labor costs which may follow recent wage settlements. Such influences are moderated by efforts to keep these metals competitive with steel and by imports. Metal products such as plumbing fixtures and brass fittings increased in price partly owing to high construction activity. The 1960 outlook for the metals and metal products group as a whole is for at least as much rise as in 1959, assuming further general economic gains.

The important machinery and motive products group rose by less than 2 percent in 1959, caused

in part by 1958 increases in metals and other costs, but limited by the relative stability of motor vehicle prices. The 1960 cars were introduced in the fall of 1959 without significant change in list prices in expectation of high volume sales and uncertainties as to reception of the new compact cars, and with a watchful eye on foreign competition. Steel shortages necessitated sharp cutbacks in production late in the year and higher production costs per car, but factory prices were not altered through 1959.

Price increases for machinery subgroups during 1959 ranged from an average of under 1 percent for the agricultural group up to about 3 percent for metalworking machinery and equipment. No declines of consequence were noted for individual items, whereas sharp rises were shown for some, including construction equipment, metalworking presses, small cutting tools, industrial valves, and scales.

A continued price rise for the machinery and motive products group as a whole is expected in 1960 to cover further additions to costs. Various increases are apt to be tempered by reduced farm income, a probable downturn in residential construction, and import competition for automobiles as well as a possible increase in the share of the market commanded by smaller domestic cars.

Wholesale prices for furniture and household durables have been quite stable and moved only fractionally upward during 1959. Last year was one of near-record production until steel inventories were curtailed by the strike. Shortages, expected to last into early 1960, not only affected the rate of production for appliances, but also created some shifts from popular priced to higher profit models. The 1960 prospect is for a slightly greater price rise and/or quality changes as materials and other costs increase further.

A decline for the large fuel, power, and lighting materials group as a whole represents an averaging of substantial increases for gas fuels during 1959, some upward movement for coal and coke owing to added costs despite high competition with other fuels, virtual stability of electric power rates, and some reduction for petroleum and products. Crude oil quotations declined nominally despite import controls, and heavy gasoline stocks weakened prices late in the year. An upturn in prices for the group as a whole may occur in 1960, supported mainly by higher gas fuels prices.

The over 3-percent rise during 1959 for the textiles and apparel group from their low levels at the end of 1958 marked a shift in recent trends. It applied mostly to cotton textiles and apparel, although spot cotton prices fell to a 10-year low. Products made of wool, synthetic fibers, and silk shared in the rise. Higher 1959 prices have reflected most of the recent cost increases, so that any additional wholesale price increases in 1960 probably will be quite moderate. Last year's upward price trend for shoes and other leather products may be stemmed by relative stability of hides and leather prices following the very sharp rise through last summer. Leather prices should stabilize because of expected increases in marketings of meat animals this year.

Consumer Prices, Except Foods

Although the Consumer Price Index (CPI) does not attempt to tell how much it costs to live, it does reveal price changes which affect living costs profoundly. It carries further implications for about 4 million workers whose paychecks are escalated up or down with the index, and for over half a million others, including salaried personnel, who obtain similar adjustments outside union agreements.

From the end of 1958 through 1959, the CPI rose by about 1½ percent in total and 2½ percent if the food group is excluded. The Consumer Price Index for all nonfood items increased substantially more than the Wholesale Price Index, again excluding farm and food products. This reflects in part the different composition of the two indexes. Whereas the WPI is essentially an index of commodities, the CPI covers many other consumer expenditures classified under the general heading of services. These, including rent, account for 35 percent of the total weight of the index, or are about equal to the weight of all the commodities included except foods. In recent years, price increases for these services have greatly outstripped the rise for commodities (chart 3). This trend persisted in 1959 but the differential increases between them narrowed during the course of the year.

Services include such assorted items as medical and personal care services; rent, home purchase, and mortgage interest; utility rates; public trans-

portation fares; and sales and excise taxes. From these examples, it is apparent that parts of the CPI are less sensitive to cyclical change than many wholesale or retail commodity prices. Prices for most services are either rates subject to public regulation or legislative acts, or represent professional fees and other high labor components. These service prices react to rising demand but, compared with commodity price movements, are quite rigid during any but periods of extreme business decline.

All of the major CPI groups except foods showed average increases during 1959, ranging from nearly 2 to about 4 percent. These groups are divided according to consumer use (e.g., housing includes not only shelter but also fuel and commodities for household operation) and include services as well as commodities. Above average additions to price developed for medical care, transportation, reading and recreation, and the miscellaneous group, in each case heavily influenced by service prices.

Medical care services, including medical and dental fees, hospital rates, and group hospitalization insurance, continued their long upward climb. Medical care services rose by 5.1 percent in 1958 and by almost as much in 1959, while the commodities (drugs and prescriptions) covered by the medical care index increased much less. Higher rates for hospitalization insurance, up over 10 percent by November from a year earlier, and hospital accommodations, up about 5 percent, were primarily responsible for the substantial rise. Moreover, recent announcements by health insurance organizations indicate that such increases will continue.

The important transportation group, which includes service costs connected with private automobile ownership as well as public transportation, has moved firmly upward since mid-1956. In 1959, the group increase of about 3 percent resulted mainly from much higher used car prices for comparable selling periods, higher gasoline taxes, rising railroad and transit fares, and sharp increases in automobile insurance rates.

New car prices changed little over the year although subject to upward pressures in the fall of 1959, as steel shortages cut into new production at a time of strong demand. Used car prices rose sharply with increased demand, and in

September were over 11 percent higher than in September 1958, the strongest annual increase since they were introduced into the index in 1953. Beginning in October, used car prices tapered off as dealers prepared for the arrival of new 1960 models and accumulated substantial inventories.

Gasoline prices fluctuated widely in many localities owing to local price wars, but the national average increased over the year by close to 5 percent. Gasoline taxes were the main factor in the rise. The 1-cent increase in the Federal tax alone lifted the gasoline index by over 3 percent, and additional tax increases were imposed by several States.

Railroad and local transit fares rose nearly 3 percent during 1959, a continuation of a long-term trend but less than the average annual gain of over 5 percent during the previous 6 years. The rise reflects a continuation of increasing operating costs and declining patronage. The urban movement from city to suburbs has been accompanied by a shift from public transit to automobiles; while wide substitution of motor vehicle and air transport for longer rail runs resulted in substantial fare increases to meet operating costs. As these trends continue, public transportation is likely to become still more costly to consumers.

Apparel has been the most stable of the major groups, especially since 1955, but last year increased by close to 2 percent. Footwear contributed mostly to the rise, reflecting the wholesale price increases that followed a sharp rise for hides and leather. Additions to most textile apparel prices were fractional during the year but were more appreciable for some, including men's and boys' cotton apparel.

The housing group as a whole increased less than most of the major CPI groups—about 2 percent in 1959. However, there are significant differences in price movements within this composite group. Housing includes home maintenance and repair, household operation, and other items as well as rent and home purchase, and exceeds food in importance relative to the total index. About two-thirds of its weight is categorized as services, including rent, real estate taxes, mortgage interest, property insurance, utility rates, repair services, laundry, drycleaning, and domestic service. The remainder is made up of a wide

variety of commodities as diverse as fuels, repair materials, furniture and appliances, and household textiles.

Residential rents increased in 1959 at close to the 1.7-percent average annual gain of the previous 5 years. For those who own and maintain homes, there were substantial additions to real estate taxes, mortgage interest rates, and property insurance. Mortgage interest reflected the general rise in interest rates that characterized the year. Real estate taxes sharpened their extended upward climb, as local governments faced rising costs in providing needed urban services. Home repair services of the contractual type rose moderately and, as in other recent years, more than the prices of commodities purchased for renovation or repair.

Rate increases for utilities continued to be dominated by those for household gas, which rose in 1959 more sharply than in any recent year. Although in some part caused by increases in well-head prices, the higher gas rates were also influenced by higher taxes and labor costs, higher capital investment costs per unit of sale, and a higher capital return. Rates for electricity and telephone service, long among the most stable components of the index, have also been raised in a number of cities for these same reasons.

Of the many housefurnishings items priced, furniture and appliances have the greatest effect on the total index. These apparently are emerging from a 2-year period of price stability to a slight rising trend that may continue in 1960. A variety of causes, including some associated in 1959 with steel shortages, and others concerning further additions to costs, seem to be outweighing the former downward influence of discount-house competition. Household operations services, on the other hand, have shown fairly marked increases, ranging during the year from over 2 percent for laundry and drycleaning up to about 9 percent for domestic service.

Higher prices for movie admissions, another of the service categories, accounted largely for last year's close to 3-percent rise for the reading and recreation group. Personal care, also up about 3 percent, was mainly influenced by prices for men's haircuts in a number of cities. Increases for the miscellaneous group of other goods and services reflected higher tobacco taxes imposed by a number of States and cities. These were

mainly responsible for the rise in cigarette prices of almost 7 percent during the year.

In addition to the specific effects of taxes on gasoline and tobacco, there were further increases in general sales taxes imposed by a number of States and localities. This is a continuing trend that increases the general level of consumer prices.

Throughout 1959, strong consumer demand was evidenced by the steady gain in personal consumption expenditures in real terms (after allowing for price increases). This, and other consumption patterns mentioned earlier, seems to indicate a rather low consumer resistance to the general price increases for goods and services that occurred.

The General Price Outlook

On balance, the 1960 outlook is for widespread but still very moderate average increases in wholesale prices and slightly more at retail for all major groups, except food and other farm products. Further average declines in this area should partially offset other additions to prices that may exceed those of 1959.

This general forecast is based on the assumption that 1960 will be a year of further growth, with GNP in constant dollars rising to about 4 percent above the mid-1959 peak. It assumes that no large-scale labor disputes will disrupt economic activity; that rises in steel prices, when and if they occur, will be no more than moderate. It

assumes also that economic gains will be more rapid in the first half of 1960 than in the second.

The predicted further decline in farm prices is premised on normal weather conditions and assumes, most importantly, additional reductions in meat prices—beef and veal as well as pork.

The somewhat higher expected increase in consumer prices than at wholesale would be a continuation of last year's trend. The difference would reflect a smaller decline in food prices at retail and continued pressure from the cost of services, which again may exceed the rise in commodity prices.

There is historical basis for assuming that prices rise more rapidly during the later stages of an economic upturn than earlier. Producers reach toward full use of capacity, employment and earnings are high, demand mounts especially for durables and other previously deferred purchases, and in general the economy moves upward to new levels of prosperity.

Such an accelerated trend in average wholesale prices did not become evident as 1959 progressed, even after excluding the farm and food groups, and despite the upward pressure of higher wages and raw materials and other costs. However, there was some evidence of this acceleration in average retail price increases—more noticeable for nonfood commodities than for services. If this trend should continue along with further economic advances in 1960, retail prices might increase more than is now assumed, and could exert an additional pull on wholesale prices.

The Social Science Annual Meetings

EDITOR'S NOTE.—*The following five articles are excerpts of papers presented during the December 27-30, 1959, meetings of the Allied Social Science Associations held in Washington, D.C. The selection of papers is in no way intended to deprecate the importance of many other papers on the program. Titles have been changed and minor editing changes have been made. Also, in the interest of easier reading, most of the source references have not been included and text deletions have not been indicated. Excerpts from two additional papers will be published in the March issue of the Review.*

New Aspects of Puerto Rican Migration

ROBERT O. CARLETON*

THREE YEARS AGO the Bureau of Labor Statistics of the Commonwealth of Puerto Rico initiated a new and vastly improved sample survey of migration between Puerto Rico and the United States. Data for the first 2 years from this survey bring to light several very important and, for the most part, surprising characteristics of Puerto Rican migration.

Two-Way Migration

First of all, it has been discovered that net migration between Puerto Rico and the United States—to a much greater extent than anyone supposed—is the resultant of a substantial two-way migration movement both into as well as out of Puerto Rico. The reasons why no considerable immigration was expected to exist are well known. Net outmigration has been so large (averaging 45,000 for the 1950's and at times reaching flood proportions) that it has been difficult to imagine it to be only the *net* figure and that the actual number of outmigrants might be considerably larger. Furthermore, the economic advantages of migration from Puerto Rico (where unemployment continues high, unskilled labor abundant, and wages relatively low) to New York (with its

scarcity of unskilled and semiskilled labor) have been so obvious that the existence of a large-scale return migration of emigrants from earlier years seemed hardly conceivable.

Yet data from our survey reveal an immigration (not counting the return of seasonal agricultural migrants and of others who had been away from Puerto Rico less than a year) in the neighborhood of 60,000 persons in both 1957 and 1958. Some of this immigration was undoubtedly temporary and related to the conditions of recession and unemployment prevailing on the mainland at that time. The major portion of it, however, cannot be understood without taking into consideration the rapid progress of economic development in Puerto Rico and the accompanying growth of economic opportunities—especially for those with above average education and occupational skill. Also, there is the easily understandable fact that most Puerto Ricans would prefer to live in Puerto Rico with only a fairly decent income (if they can get it) than to earn maybe 50 percent more and have to put up with all the disagreeable conditions which confront Puerto Ricans in New York.

As already noted, a high level of immigration implies that gross migration from Puerto Rico to the United States must have been much greater than has generally been supposed on the basis of the net figures. Our data disclose about 85,000 outmigrants in 1958 when net outmigration was only 26,000. The corresponding figure for

*Of the Puerto Rico Planning Board. Paper presented at a session of the American Statistical Association.

1957, when net migration was 37,000, is estimated at almost 100,000. What was happening during the years prior to 1957 is a matter of conjecture, since there are no data on gross migration for these years. [There are indications, however, that the gross average annual outmigration for those years about equaled the 1957-58 average of somewhat more than 90,000.]

Forecasting of net migration during the 1960's and 1970's requires separate forecasting of immigration and outmigration. Immigration from the United States to Puerto Rico should increase as the economic development program leads to an accelerated demand for skilled and some categories of semiskilled labor. But the pressure to migrate from Puerto Rico should continue and may even increase among the unskilled. Because of the disappearance of marginal jobs, especially in agriculture and home needlework, economic development so far has not been able to raise the level of employment; its achievement rests in the improved quality of employment as represented by increased productivity and higher wages.

In the long run, the future of net migration should depend primarily on population pressure. To get a clear picture of present trends in Puerto Rican fertility, we shall have to wait the results of the 1960 census. There are indications of a considerable decline in fertility. The number of births annually has decreased from 85,000 in 1950 to 75,000 in 1958, and the crude birth rate has fallen from almost 39 per thousand to less than 32. However, because of the heavy migration during the past decade, it is not certain whether the decline in crude fertility rate is attributable to a corresponding drop in age specific fertility or merely to a shifting of births from Puerto Rico to the United States.

Migrants and Visitors

There is another very interesting aspect of Puerto Rican migration. A combination of circumstances has brought Puerto Rico much closer to New York than it used to be—even though the distance on the map remains 1,600 miles. The airplane has cut the travel time from 4 or 5 days to 3 or 4 hours. The mass use of the new travel facilities has brought the fare down to not much more than one-third of what it was just at the end of the war, while the earnings of the average

Puerto Rican have in the meantime more than doubled. As a consequence, the cost of a trip to New York—13 or 14 years ago the equivalent of about 3 months' earnings—now represents only about 2 weeks' salary to the average worker in Puerto Rico.

In addition, New York has become close to Puerto Rico in terms of kinship, so much so that it is now recognized as the largest Puerto Rican city in the world. As a consequence, travel between Puerto Rico and the United States just for the sake of visiting has become as commonplace as migration.

In 1958, the number of trips between Puerto Rico and the United States amounted to almost 700,000, slightly more than half of which were departures. These trips represented approximately 420,000 different passengers—about 140,000 migrants and 280,000 round-trip passengers. The extraordinary thing to note here is that as many as 140,000 of the round-trip passengers consisted of Puerto Ricans who visited friends or relatives either in the United States or in Puerto Rico. In other words, the 140,000 migrants and the 140,000 visitors together add up to 280,000 Puerto Ricans who in 1958 made a trip between the United States and Puerto Rico either to migrate or to pay a visit! Together they comprise two-thirds of the 420,000 passengers who traveled between Puerto Rico and the United States.

Many, although certainly not all, of the 280,000 Puerto Ricans were either of low income or sufficiently youthful as not to own much property. For such persons, the decision to migrate (providing the trip can be made at all) can be a relatively casual affair. This reason and the factors which have drawn New York and Puerto Rico close together in travel time, travel costs, and kinship relations have combined to make Puerto Rican migration a large-scale, long-distance population movement in which, perhaps for the first time in history, many of the participants travel first and decide later what the purpose of their trip was—whether to migrate or just to visit friends or relatives. The purpose of the trip can depend on how one makes out after arriving.¹

¹ It becomes very difficult to identify migrants in a survey where many of the passengers by the time they board the plane have not yet made up their mind why they are traveling. We have been forced to fall back on indirect methods of identification where the margin of error is uncomfortably large. However, although most of the figures used here may well be off by 20 percent or so, the conclusions we have drawn from them would not be affected.

What should be stressed here is that most of the visiting is from the United States to Puerto Rico, whereas the migration is preponderantly in the opposite direction. While 60 percent of the 140,000 migrants were moving from Puerto Rico to the United States, only about 21 percent of the 140,000 visitors were residents of Puerto Rico making a visit to the United States. Higher wage levels in the United States and the fact that the Puerto Ricans living in the United States were the ones away from home confirms our expectations that more of the visiting is done by the [outmigrants of previous years. They constitute the remaining 79 percent of the annual visitors, or about 110,000—a figure] so surprisingly high as to jolt the general impression most of us have of the economic potentialities of Puerto Ricans living in New York.

Conclusions

Some general conclusions may be drawn. The 280,000 Puerto Ricans who traveled between Puerto Rico and the United States in 1958 either to migrate or to visit friends or relatives represent almost 10 percent of all Puerto Ricans living in the United States and Puerto Rico. Dr. Handlin, in his book "The Newcomers," characterized Puerto Ricans as differing from previous immigrant waves in the extent to which they have retained close ties with the land from which they came. The evidence we have presented certainly supports Dr. Handlin's observation.

The observation, however, is easily susceptible of misinterpretation. Those who see in it nothing more than an exaggerated sense of clannishness, together with a refusal to adapt to new conditions,

have missed the whole point. The observation really cannot be understood except in the context of the tremendous economic and social transformation that is taking place in Puerto Rico.

The truly bewildering rate of social and economic change in contemporary Puerto Rico is sufficient evidence that Puerto Ricans are neither unwilling nor unable to adapt to new conditions. By its accelerated program of modernization, Puerto Rico is trying to pass in one generation through a process of development which took the United States perhaps a century and a half. It is hard to communicate what this implies in the way of an abrupt calling into question of long-accepted values, attitudes, and patterns of behavior. Two radically different ways of life—the preindustrial and the postindustrial—are being suddenly and drastically confronted face to face, and the separate parts of each are being weighed in the balance.

The significance of 280,000 Puerto Ricans either migrating or visiting between Puerto Rico and the United States in the short space of 1 year is that the adaptation to new conditions—whether by preference or by necessity—is being made collectively as well as individually. The going back and forth serves a double purpose: (1) It permits Puerto Ricans to experience modern industrial life in the more advanced forms it has taken in the United States as well as its manifestations in Puerto Rico. The social transformation is thereby accelerated so that it may keep pace with the economic. (2) It enables a collective sharing and exchanging of experiences among the migrants, the visitors, and those engaged on the homefront.

Migration From Farms and Its Meaning

DALE E. HATHAWAY*

THE LOW RETURNS to human effort throughout most of U.S. agriculture and the very low incomes of most persons in some regions of U.S. agriculture have long been recognized. For the last four decades, there has been a large outmigration from agriculture to the nonfarm economy. This is sometimes cited as having significantly contributed to the improvement of agriculture's ills, and more of the same is prescribed as the method of complete cure. Therefore, it seems pertinent to examine the impact of the recent outmigration from agriculture to judge whether this simple prescription is enough or whether we must, perhaps, treat some serious secondary symptoms at the same time.

Economic conditions have had a strong influence on the rate of outmigration from agriculture. In the 1920-30 decade, more than 6 million people left agriculture—a rate of 19 percent of the beginning population.¹ During the 1930's, only slightly over 3.5 million migrated, a rate of about 13 percent. In the 10 years from 1940 to 1950, the net migration exceeded 9 million persons, giving a rate of 31 percent. It appears that the number of outmigrants during the 1950-60 decade has been about the same as in the 1940's, so that the rate probably has exceeded one-third.

All regions of the country have experienced an outmigration from agriculture. However, the rates have varied between regions in different ways at different times. The variation between regions in rate of outmigration was relatively low during the 1920's. During the 1930's, however, there was a wide variation between regions, with the West North Central and West South Central having the highest rates. During the 1940-50 period, the relative variation between geographical regions was again reduced, although the entire South and the West North Central region experienced rates of outmigration above those for other regions.

One should not conclude immediately that this has been entirely a movement of people from what we generally classify as "the low-income areas"

in agriculture. For the decade 1930-40, the net migration from serious low-income farming areas was only one-third above that of the higher income areas. Among the generalized low-income farming areas classified by the Department of Agriculture, there were many geographical regions from which the rate of outmigration was below that from medium and high income areas.

A majority of the migrants from agriculture have gone to the large urban metropolitan areas of the North and West. What has been true generally for migration from agriculture has been particularly true of nonwhites. They have concentrated very heavily in large urban areas. Thus, the migration from farm areas has contributed very significantly to the growth of the labor force of the large urban areas.

Characteristics of Agricultural Migrants

Human resources in agriculture are not homogeneous, so that who migrates from agriculture has an effect beyond the mere numbers involved upon both agriculture and the receiving sector of the economy.

There is little question that migration from agriculture is closely related to age. More than one-half of the farm population age 10-19 in 1940 had left the farm by 1950. About 40 percent of the age group 20-24 in 1940 migrated prior to 1950. However, less than 20 percent of those 30-49 years old in 1940 migrated from the farm during the subsequent decade.

There is some relationship between the age at which outmigration has generally occurred, race, and educational attainment of the outmigrant. One study shows that migration rates from the rural farm areas for the 1940-50 decade were highest from the lower levels of education and roughly similar among those completing more than 5 years of schooling.² The migration rate from the nonwhite rural farm population aged 20-34 in 1940 was roughly similar for all educational levels up to high school. The migration rate for

*Of the Department of Agricultural Economics, Michigan State University. Paper presented at a joint session of the American Economic Association and American Farm Economic Association.

¹ The method used to compute the rate leaves out the migration of persons born and those dying during the decade.

² C. Horace Hamilton, *Educational Selectivity of Rural-Urban Migration: Preliminary Results of a North Carolina Study, Selected Studies of Migration Since World War II*, Milbank Memorial Fund, Table 3.

nonwhites with a high school education or beyond was much higher.

These conclusions are approximately the reverse of those of Bogue and Hagood for the 1935-40 period. They found that migration during that period selected the better educated of the rural farm population, except that migration from the cotton belt contained disproportionately large numbers of the least well educated as well as the better educated.³

These two studies of rural-urban migration suggest that the pattern of educational selectivity has changed. This hypothesis is supported by two studies of migration over time from specific rural areas. They suggest that during the 1930's there was a positive selectivity related to education among rural-urban migrants. However, during and since World War II, there has been much less selectivity.⁴ This probably can be attributed to the improved economic opportunities in the nonfarm economy and to a general increase in educational levels in rural areas, at least up through the eighth grade.

One final point should be made regarding who has migrated. The statistics discussed relate only to net migration, which is the result of movement in both directions. It is probable that even the high migration rates of the past 20 years do not reflect all of the persons who would be willing to leave agriculture if permanent employment opportunities were available.

Impact of Outmigration on Farm Economy

One of the effects of the outmigration has been to reduce the number in the farm population, since the outmigration has exceeded the rate of natural increase. Thus, an outmigration of about 25 million has reduced the farm population from 32 million in 1920 to about 21 million at the present time. Between 1929 and 1958, agricultural employment declined more than 40 percent. The number of places classified as farms by the Census also has declined rapidly, and as

a result, we have had encouraging rises in statistical averages relating to per farm and per capita incomes. However, these aggregate statistics can often be misleading, and it is necessary to raise other questions as to the effects of the outmigration. The pertinent questions would seem to be:

1. Has the outmigration reduced the gap in income between farm and nonfarm people?

2. Has outmigration brought an improvement in the relative income position of areas of chronic poverty in agriculture?

If the average per capita income of the farm population from farming is compared with that of the nonfarm population in recent and earlier periods, there is no evidence that the gap is closing. From 1910-14, the farm population's per capita income from farming averaged 38 percent of the nonfarm average per capita. From 1925-29, the income from farming of the farm population averaged 33 percent of the nonfarm level, and for 1954-58, the comparable figure was 35 percent.

There is no evidence of significant relative gains on either a per capita or per worker basis. Income per worker in agriculture from farming amounted to 61 percent of the average annual wage per employed factory worker for the years 1910-14. The average for 1925-29 was 44 percent and in 1954-58 was 45 percent. Therefore, while there have been significant gains in real income in agriculture in the past 4 decades, the rate of gain has probably little more than kept pace with that in the nonfarm economy.

Neither does the evidence support the contention that rapid outmigration has greatly improved the relative position of the low-income areas in agriculture.

It has been generally known that the poverty problems of agriculture are largely concentrated in the South so that it might be assumed that the heavy outmigration from this area would result in a sharply lower proportion of the total farm population now in that region. Surprisingly, however, the change has been only moderate. In 1920, the South had 53 percent of the farm population, and in 1958, it had 49 percent of the total farm population. One-half of this percentage decline has occurred since 1950. Thus, high birth rates in the South have partially offset the higher rates of outmigration over much of the last four decades.

³ Donald J. Bogue and Margaret J. Hagood, *Subregional Migration in the United States, 1934-40: Vol. II, Differential Migration in the Corn and Cotton Belts* (Oxford, Ohio, Scripps Foundation, 1953), p. 57.

⁴ See B. H. Luecke and J. F. Hart, *Migration From a Southern Appalachian Community* (in *Land Economics*, Madison, Wis., February 1958, p. 50), and Joe A. Martin, *Off-Farm Migration: Some of Its Characteristics and Effects Upon Agriculture in Weakley County, Tenn.* (Knoxville, University of Tennessee, Agricultural Experiment Station, 1958), Bull. 290, p. 21.

Cheng found in his Michigan study that the disparities in farm income and wages between the higher income and lower income regions of the State have widened in spite of the fact that outmigration has been much higher from the low-income regions.⁴

Bishop found that despite the outmigration and increased resource productivity, net income per farm family in the Southeast declined relative to the net income per farm family in other regions from 1939 to 1949.⁵

Figures are not presently available which give us regional and State comparisons of per capita incomes in agriculture for earlier periods. Therefore, it is not possible to determine accurately whether the heavy outmigration from southern agriculture has improved its relative income position. There are, however, some trends in the aggregate figures for regions which support the conclusions that the South has made little relative gain during the past 15 years despite the large outmigration from its low-income agriculture.

An analysis of regional trends in per capita incomes of the total population by the Department of Commerce shows for the period 1927-29 to 1944 there was a marked reduction in the disparity in per capita incomes between regions. Most of the reduction occurred between 1940 and 1944. Since 1944, when the greatest outmigration from agriculture has occurred, there has been little change in the relative position of the regions. Even when the relative incomes were converging, the absolute gains in income were much larger in the higher income regions.

There are several reasons why outmigration has not resulted in significant and dramatic reductions in income differentials within agriculture and between agriculture and the nonagricultural economy: (1) Migration to date has affected commercial agriculture less than we realize; (2) where migration has occurred, its selectivity has created conditions tending to retard the recombination of remaining resources; and (3) much more than a simple recombination of existing resources is necessary to bring an improvement in the income levels of most of the poverty plagued areas in agriculture.

Turning to the contention that outmigration has affected commercial agriculture less than might be assumed, some evidence is seen in the statistics relating to changes in numbers of farms.

If past censuses are adjusted for changes in farm prices, the trends in agriculture are these: (1) The number of commercial farms has been remarkably stable since 1929; (2) the number of rural places to live has trended slightly upward; and (3) the number of low-production farms has declined very sharply.

About 1.1 million of the 1.8 million low-production farms that disappeared between the 1930 and 1954 Census of Agriculture were in the South. However, this does not imply quite the degree of resource mobility for nonlabor resources that it might seem to, because about half of the reductions were of cropper farms which were not actually independent management units. Whereas the decline in the number of low-production farms has been greater in the South, the largest decline in the number of management units has been in the North and West.

There are further indications that the farms that have disappeared were the smaller, less productive farms. The decline in number of farms has been greatest among farms of 10 to 99 acres in size. In 1920, farms in this size group made up 54 percent of the total number of farms, but they controlled only 17 percent of the land in farms. Between 1920 and 1954, there was a decline of 1.4 million in the number of farms between 10 and 99 acres. However, the amount of land which these farms contained amounted to less than 6 percent of the total land in farms in 1954. Thus, the 63-percent increase in the average size of farm in the United States from 1920 to 1954 is largely a statistical freak. Actually, there have been few increases in the numbers of farms in the various larger size groups and in the average size within the various groups.

The high degree of age selectivity in migration appears to be an important factor inhibiting the adjustment of resources remaining in agriculture. As a result of the disproportionately heavy out-movement in the younger age groups, the average age of farm operators has risen. Whereas 21 percent of the operators in 1920 were in the 25-34 age group and 26 percent were over 55 years old, in 1954, only 13 percent were in the younger

⁴ Kenneth C. I. Cheng, *Economic Development and Geographical Wage Rates in Michigan, 1940-57* (Michigan State University, 1959), unpublished Ph. D. thesis.

⁵ See Charles E. Bishop, *Economic Development and Adjustments in Southeastern Low Income Agriculture* (in *Journal of Farm Economics*, Menasha, Wis., December 1954, p. 1181).

bracket and 37 percent were over 55. Older farmers are less likely to undertake drastic reorganizations of existing resources themselves because of limits of their physical capabilities and the limited span over which they might realize returns on large investments.

Adjustment problems in agriculture following a decline in the labor force are much more complex than a mere change in the capital-man ratio. Generally, the type of farming operation needs to be changed. New technology, new investment, and new management skills are required in order for the recombined resources to be productive. Old investments in buildings and equipment are often obsolete, requiring large additions of capital in new forms. Unfortunately, most of the people capable of making such adjustments may be among the outmigrants.

Even where heavy outmigration has occurred, resource adjustments in agriculture may not tend to correct income inequalities. Bachmura found that population movements as a whole within a group of Mississippi Valley counties were not corrective in an income equilibrating sense.⁷ In addition, he concluded that movements in capital investment per worker were noncorrective over the decade.⁸

Long-distance migration may be of much less help to agricultural adjustment than nearby nonfarm growth. There are indications that the adjustments are made more rapidly where the growth in nonfarm employment is local.

Impact of Outmigration on Nonfarm Economy

During the periods of extreme labor scarcity, the migration [from agriculture] was appreciated and encouraged. A high proportion of the migrants [from the farm economy since 1920] have been in age groups enabling them to be in the productive labor force. The migration was about the only way in which a large expansion of the nonfarm labor force could occur without immigration. It would have been impossible to have increased nonfarm output to wartime and postwar

levels without this increase in the labor force. Without the migration from farms, the price of nonfarm labor relative to other inputs probably would have risen more sharply than has been the case.

The nonfarm economy has received through the process of migration a large transfer of capital from the farm economy in the form of investment in the rearing and educating of farm youth to the age at which they migrated.

In addition, the inheritance rights of migrants also tends to transfer capital from the farm to the nonfarm economy. These should contribute to a rapid rate of capital accumulation and growth in the nonfarm economy.

Not all of the effects of rural-urban migration have been positive for either the migrants or the receiving areas. First, the assimilation of large groups of people from different cultural backgrounds has presented some of the same problems as did the earlier mass influx of immigrants. Existing educational systems, social groupings, and economic structures have been disrupted by the rapid influx of migrants into some urban areas. There has been a problem in some areas of the rapid replacement of the old population of central cities by migrant nonwhites whose economic status is low, adding considerably to the difficult adjustment problems already mounting in urban areas.

The receiving areas have become increasingly aware of the cost of assimilating the migrants. A recent Michigan study reported that although persons born in the South make up only 9.5 percent of the State's population, they accounted for 31 percent of the prison commitments.⁹ When a commitment rate is computed for different population groups, the rate for whites born in the South is more than twice the rate for whites born in Michigan. Approximately the reverse was true for Negroes. The heavy burden of welfare costs to migrant groups has prompted recent suggestions of sending migrants out of one city and of increasing the residence requirements for welfare in several others.

The public problems that have arisen as a result of the migration to urban areas are partially because the migrants themselves sometimes have found the adjustment to the new economic and social environment difficult. They have found

⁷ Frank T. Bachmura, *Migration and Factor Adjustment in Lower Mississippi Valley Agriculture: 1940-50* (in *Journal of Farm Economics*, Menasha, Wis., November 1956, p. 1033).

⁸ *Ibid.*, p. 1041.

⁹ *Non-natives Cause Most Crime in State*, *The State Journal* (Lansing, Mich.), November 3, 1959, p. 16.

themselves unskilled labor in an industrial society which is increasingly replacing unskilled labor with skilled labor and machines. They have found that the impact of the nonfarm business cycle falls heaviest on the younger, the less skilled, and the nonwhite worker. They have found racial and other forms of discrimination among labor unions.

A recent paper summarized several sociological studies of the position of rural migrants in urban society. It made the following points:

1. Many of the rural migrants lack the educational training or social background necessary to make them other than marginal members of the nonfarm society.
2. Rural migrants tend to move to lower standard housing areas and upgrade their housing less through moving than do urban migrants.
3. The rural migrant tends to participate less in formal and informal social and political organizations than other groups of the urban population.
4. Despite many of these less favorable aspects, the migrant generally would make the move if he had to make the decision again.

Summary and Conclusions

Migration from agriculture over the past four decades has touched virtually every community in the United States, both farm and nonfarm. Without outmigration, the present problems of U.S. agriculture would have been magnified manyfold, and the gap between per capita incomes in the farm and nonfarm economy certainly would have widened. As yet, however, there is no evidence that the rapid rate of outmigration has appreciably closed the gap that existed in per capita incomes of farm and nonfarm people. Neither has the migration from agriculture apparently significantly changed the per capita income distribution between regions in agriculture.

Despite its magnitude, the outmigration from agriculture probably has affected that portion of agriculture producing the bulk of our food and fiber relatively little. Most of the outmovement has been from farms with few resources. There are widespread indications that the outmigration has severely strained the social and economic structure of many rural communities, causing serious problems for churches, schools, and rural businesses dependent on numbers of population.

Most of the policy proposals to facilitate the migration from agriculture have been to improve rural education, job information, and human mobility. These would be of primary benefit to the migrants themselves and to the receiving communities. Few, if any, policies have been proposed that are aimed at alleviating the serious social and economic problems of communities which have been or will be rapidly losing population. Also, little attention has been given to policies to promote the new institutions that will be necessary to facilitate rapid adjustment of the resources remaining in the agricultural economy.

The farm-nonfarm migration has had desirable effects and yet has created problems for the nonfarm economy. Migration made possible an expansion of the nonfarm labor force when the pressure for increased nonfarm output was great. It has also created social and economic problems for which solutions are not yet apparent. It seems probable that the problems will become greater and the benefits of farm-nonfarm migration somewhat less evident to the nonfarm areas in the decade ahead. Unlike the past 20 years, during the next decade there will be a rising number of persons annually available to enter the labor force from within the nonfarm economy. This will be due to the marked rise in birth rates during and since 1940. Thus, the need for attracting new labor from the farm population will diminish and the problems of assimilating migrants will probably weigh more heavily upon the consciousness of prospective employers.

All this is to say that even with the favorable economic and social conditions of the past two decades a simple policy of rapid outmigration from agriculture has not, by itself, been sufficient to bring significant improvement in the relative position of the farm economy. Migration has left unsolved many pressing problems it has helped create.

The total effect of the migration from farms has apparently been of value to both the farm and nonfarm economies. Therefore, it would appear that the Nation could well afford some public policies to cope with the social and economic problems attendant to migration. Without such supplemental forces it is unlikely that migration will, by itself, bring about a significant improvement in the position of agriculture.

Gross Change in Unemployment, 1957-59

SEYMOUR L. WOLFBEIN*

ANY GIVEN month's unemployment change is apparently a compound of a very substantial amount of gross flows into and out of the labor force and employment. Even during a month of increasing unemployment, a very substantial amount and proportion of the unemployed find jobs. On the other hand, during a month of declining unemployment, a very substantial amount and proportion of the unemployed are persons who had just lost jobs, etc.

What can perhaps be best described as an exploratory foray into the field of gross change in relation to unemployment is the subject of this paper, which examines the record of one cycle (1957-59) and asks four questions, to which some answers, or at best hypotheses, will be attempted. Cutting across the four questions, we will also attempt to discern any relevant seasonal and cyclical differences. All of the figures presented were derived from the Monthly Report on the Labor Force, published until last July by the Bureau of the Census and since then by the Bureau of Labor Statistics, with the data still being collected and tabulated by the Bureau of the Census.

1. *What is the actual amount—in absolute as well as relative terms—of gross change which finally sifts down into a given month's unemployment level?*

The total number of separate individuals involved in any one month's unemployment figure falls into three groups: the "stayers"—those remaining unemployed from last month; the "exits"—those leaving unemployment by virtue of finding jobs or leaving the labor force; and the "entries"—those newly unemployed by virtue of losing jobs or coming into the ranks of the unemployed directly from outside the labor force.

Adding all three and dividing by the current month's unemployment yields a figure representing the rate of gross change, i.e., the relationship between the total number of persons involved and the resulting net unemployment figure. The monthly gross rates for the period 1957 through 1959 are shown in table 1.

The rate of gross change in unemployment is very high during the period under observation. Every 100 persons reported as unemployed during a given month represented the net effect of about 150 persons entering, leaving, and staying unemployed, with the entries and exits further compounded by movements into and out of employment, into and out of the labor force.

There is an apparent cyclical variation in the movement of the rates of gross change in unemployment—for the total group as well as for men and women separately. During the winter and spring of 1958, when unemployment was moving up, these rates declined perceptibly; during the winter and spring of 1959, when unemployment was turning down, these rates moved up rather sharply; throughout 1958, the rates of gross change were below either 1957 or 1959, representing a trough between the two adjacent years. Thus, apparently, the rate of moving into and out of employment, into and out of the labor force, ebbs during a business downturn, rises in recovery.

The brief period covered, including as it did rather sharp cyclical change as well as the effects of the steel strike in latter 1959, may have masked a number of seasonal patterns in the rate of gross change in unemployment. One—and the expected one—does stand out: the fairly regular increase in the rate during spring to the peak figure in June each year as students enter the labor force.

The differences between the two sexes were also very much in accord with expectations, with gross change consistently higher among the women. The difference widened substantially during the trough of the recession, mostly because of the much sharper drop in the rate of gross change in unemployment among men than among women.

The data described so far represent only one dimension of the impact of employment and unemployment change. In terms of sheer volume, the fact that there were about 24 million new unemployment experiences during 1958, or even 18 million during the relatively much better year of 1957, is a matter to be reckoned with. (These entries, of course, were not necessarily all different persons.) So is the number of exits out of un-

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employment—in relation to not only their economic consequences but also some of the institutional settings which deal with this kind of turnover (e.g., personnel offices of business and industry), as well as some of the social consequences (e.g., attitudes toward unemployment under conditions of substantial turnover).

2. What is the relative importance of the people who remain unemployed over the month?

The data cited so far lend considerable weight to the concept of the unemployed as a substantially volatile group. Nevertheless, unemployment does persist among various groups and various areas. What is the proportion of a current month's unemployment which is left over from a previous month (the stayers, in our terminology)?

On the overall, somewhere between about 50 and 60 percent of a month's unemployed were carryovers from the previous month during the years under observation. (See table 2.) As might be expected, women, who have a higher rate of gross change in unemployment, tend to have a smaller proportion of stayers in unemployment status in any two adjacent months.

Again, it is difficult to assess the presence of seasonal patterns within such a small span of time; but, as expected, the proportion of stayers moves down very perceptibly in June when the students move into the labor force.

The change over the cycle is rather clear. With the duration of unemployment moving up significantly during 1958 and early 1959, the proportion still unemployed from the previous month also moved up. This was particularly true among the men. And just as the sex differential in the

TABLE 2. PERSONS STILL UNEMPLOYED FROM PREVIOUS MONTH AS A PERCENT OF CURRENT MONTH'S UNEMPLOYMENT, 1957-59, BY SEX

Month	Both sexes			Male			Female		
	1957	1958	1959	1957	1958	1959	1957	1958	1959
January.....	55.5	50.6	57.8	56.8	54.6	61.9	52.7	41.2	47.4
February.....	55.3	50.5	61.9	58.7	60.4	64.9	48.3	47.6	54.7
March.....	54.8	62.2	63.4	59.4	65.5	68.0	45.1	53.9	53.4
April.....	54.3	62.7	57.4	58.1	67.9	61.9	46.7	51.4	49.4
May.....	47.6	58.9	56.6	52.6	63.0	59.1	39.6	50.6	52.5
June.....	41.2	53.8	44.8	44.8	58.8	46.9	35.5	44.6	41.0
July.....	50.5	60.1	47.4	42.7	63.6	49.8	47.3	53.1	43.3
August.....	45.8	58.9	50.7	48.7	63.3	53.3	41.3	50.6	46.4
September.....	43.9	60.8	51.0	43.3	66.1	54.8	44.8	51.6	44.7
October.....	49.4	56.6	46.5	50.6	61.1	47.6	47.5	48.6	44.7
November.....	44.5	57.2	-----	46.5	60.9	-----	40.3	50.2	-----
December.....	52.0	58.3	-----	55.2	61.0	-----	44.3	52.0	-----

rate of gross change widened during the business downturn, so did the sex differential in the proportion of persons carrying over in unemployment status from one month to the next. Thus, both the level and amplitude of change was larger for men than women. For the men, at least, the change in direction of movement was rather marked at both turns of the cycle.

3. From where do those who newly enter unemployment come? From jobs? From out of the labor force?

If, on the overall, somewhere between 50 and 60 percent of a month's unemployed are left over from the previous month, then somewhere between 50 and 40 percent are newly arrived in unemployment status that month. What proportion of these, in turn, represent persons who have lost their jobs? Table 3 presents the evidence on this score.

The differences between the two sexes in this regard is marked. Among the men, the great majority (about three-fourths) of the new entries into unemployment during a given month were employed the month before. Among the women, on the other hand, the great majority (about three-fifths) of the new entries into unemployment were not in the labor force at all during the previous month. (The proportion for women is the difference between the figures shown in table 3 and 100 percent.)

There is a marked seasonal pattern for both sexes. The proportion of men moving into unemployment from employment is at a peak (about four-fifths) in January as men exit from seasonal December jobs; the proportion then falls rather regularly to its expected low in June when students come into the labor force and then rises

TABLE 1. MONTHLY RATES OF GROSS CHANGE IN UNEMPLOYMENT, 1957-59, BY SEX

Month	Total number of persons entering, leaving, and remaining among the unemployed as a percent of current unemployment								
	Both sexes			Male			Female		
	1957	1958	1959	1957	1958	1959	1957	1958	1959
January.....	145	140	143	143	145	138	147	159	153
February.....	145	142	138	141	140	135	152	152	145
March.....	145	138	137	141	135	132	155	146	147
April.....	146	137	143	142	132	138	153	149	151
May.....	152	141	143	147	137	141	160	149	147
June.....	150	146	155	155	141	153	164	155	158
July.....	149	140	153	147	136	150	153	147	151
August.....	154	141	149	151	137	147	159	149	154
September.....	156	139	149	157	134	145	155	148	153
October.....	151	143	154	149	139	152	153	151	155
November.....	156	143	-----	153	139	-----	160	150	-----
December.....	148	142	-----	145	139	-----	156	148	-----

again in the fall and winter when men leave employment from such outdoor activities as agriculture and construction.

As among the men, the proportion of the newly unemployed women who came from employment status the month previous reaches a peak in January (the only time the figure is over 50 percent) after exits from seasonal December jobs, especially in trade; the low point here is also in June when students enter the picture. There are apparently also, however, upturns in the proportion of jobless women who come from the employed in the spring (April-May) and fall (October). The spring phenomenon may be due to temporary Easter employment, the October one to perhaps the end of the season in such non-durable manufacturing activities as food processing.

There is no discernible major cyclical change among either the men or women, although the peak in the winter of 1957-58 is worthy of mention. The unemployed doubled in numbers between October 1957 and February 1958; just between December 1957 and January 1958, unemployment rose from 3.4 million to 4.5 million. In January, the proportion of newly unemployed men coming from employment was not far from 90 percent.

The proportions of the newly unemployed arriving from a job that was lost or given up—the disemployed—as against those coming from outside the labor force may be of substantial significance. The disemployed represent persons with work experience, perhaps a different kind of income status, certainly a better chance that there will be a claim for unemployment insurance. This, of course, is not to denigrate the importance

TABLE 4. PERCENT OF MONTHLY EXITS FROM UNEMPLOYMENT LEAVING UNEMPLOYMENT FOR EMPLOYMENT, 1957-59, BY SEX

Month	Both sexes			Male			Female		
	1957	1958	1959	1957	1958	1959	1957	1958	1959
January.....	51.6	56.6	62.4	62.6	68.2	71.1	35.3	38.0	48.1
February.....	68.3	64.4	63.0	78.2	73.3	75.3	54.5	51.0	45.0
March.....	67.2	67.2	68.3	79.8	80.0	78.5	46.8	47.1	47.9
April.....	66.8	71.4	71.0	76.0	80.9	83.0	52.3	51.6	46.6
May.....	70.8	71.5	64.2	82.1	84.1	78.1	51.6	52.0	43.4
June.....	69.3	67.1	68.7	80.0	78.4	81.8	55.4	49.6	53.0
July.....	69.5	64.1	65.5	73.7	75.6	72.1	55.8	48.4	57.7
August.....	60.5	65.7	60.9	69.8	77.2	70.1	49.5	49.7	48.3
September.....	68.5	66.1	66.2	75.7	75.0	73.6	58.4	54.0	56.8
October.....	70.5	71.6	69.3	82.1	84.6	80.9	55.9	54.8	52.0
November.....	62.0	61.6	-----	74.6	73.4	-----	44.9	46.8	-----
December.....	59.8	62.8	-----	70.1	75.7	-----	48.9	48.0	-----

of those coming directly from outside the labor force, e.g., the young graduate in search of his or her first full-time job. At any rate, seasonal movements aside, a marked change in these proportions may be worthy of attention, in terms of both an assessment of current developments and a prognosis for the future.

4. *Where do those who exit from unemployment go? To jobs? Out of the labor force?*

As indicated previously, the large monthly number of entries into unemployment are accompanied by an equally large number of exits from unemployment. Thus, during 1957, there were an average of about 1½ million entries and 1½ million exits from unemployment each month and about 2 million entries and 2 million exits from unemployment each month in 1958. Table 4 shows what proportion of those who left unemployment found jobs.

Here again, the differences between men and women are very marked. The preponderant majority of the men (from 70 to 80 percent) move from unemployment into a job; the corresponding ratio among the women is about 50 percent. Thus, women again represent the major stream of movement into and out of the labor force, into and out of unemployment.

The seasonal patterns of movement seem to be fairly regularly defined. Among the men, there is a drop in the proportion going from unemployment to employment (and thus an increase in those going from unemployment to outside the labor force) during the winter months when many outdoor employment activities ebb. The same is true during the summer months, representing the well-known phenomenon of students leaving the labor force after a short period of unemployment between

TABLE 3. PERCENT OF MONTHLY ADDITIONS TO UNEMPLOYMENT ENTERING UNEMPLOYMENT FROM EMPLOYMENT, 1957-59, BY SEX

Month	Both sexes			Male			Female		
	1957	1958	1959	1957	1958	1959	1957	1958	1959
January.....	70.0	74.2	69.8	79.5	86.7	81.7	53.0	51.9	50.2
February.....	63.4	64.2	65.9	74.3	76.3	78.8	45.7	42.8	41.9
March.....	58.4	63.8	56.3	60.1	74.7	72.6	42.0	42.9	32.3
April.....	63.2	61.0	53.3	73.6	71.9	66.7	46.4	45.5	35.4
May.....	56.6	57.6	56.6	66.4	68.0	68.2	44.5	41.9	49.5
June.....	47.3	48.1	44.2	52.9	57.2	52.2	39.5	35.5	33.2
July.....	61.5	59.3	58.3	74.6	71.8	70.2	44.0	40.1	41.2
August.....	63.9	61.3	65.1	79.2	75.7	80.6	42.9	40.8	42.8
September.....	63.0	69.0	59.9	76.8	79.3	78.2	40.4	37.6	34.8
October.....	65.7	61.9	62.0	76.8	73.4	78.4	47.5	46.0	37.5
November.....	64.4	62.2	-----	78.4	79.7	-----	42.0	36.4	-----
December.....	71.0	68.9	-----	82.0	80.0	-----	40.5	47.3	-----

school terms. The reverse movement (an increase in the proportion among men going from unemployment to employment) is seen regularly in the spring with the increase in outdoor employment opportunities. The seasonal pattern among women is somewhat less regular and less marked in amplitude, but not too far substantively from the one among the men. Generally, the proportions moving from unemployment to employment are lowest in the winter months and highest in the fall, with the summer showing the effects of student entry and exit.

As in the case of movements into unemployment, there is no major discernible change over the cycle in the pattern of exits from unemployment into jobs or into nonworker status. Unlike the case of entries into unemployment, however, whatever change over the cycle took place is apparently more notable among the women rather than the men. There was some dampening of the proportion among women moving from unemployment into employment (with a somewhat higher proportion going outside the labor force altogether) during the recession year of 1958.

The great flexibility of our labor force is a characteristic that was not revealed until we had a repetitive current measure. Not only is it capable of rapid expansion, as we learned during World War II, and again in the Korean War and the postwar boom, but a shortage in one segment seems to call forth workers from reserves in other segments. For example, during the 5-year period 1950 to 1955, the working age population under 25 did not grow at all but remained just over 24 million. A small increase (750,000) in the 14 to 19 age group was more than offset by a shrinkage in the 20 to 24 year age group. Partly as a result of the lack of population increase and partly because of some reduction in participation rates of teenagers, the labor force in these entrance ages declined by one-half million in these 5 years. A further shortage factor was the high marriage and birth rate which restricted the labor force availability of young women 25 to 34 years old. Yet the demand for workers and for military manpower was very strong during most of these years. These shortages were met by an unprecedented increase of 2.2 million in the number of women workers over 35, the extent of whose availability for jobs and acceptability to employers could not have been forecast. True, their labor force participation rates had shown a slow upward trend which World War II sharply stimulated, but no one thought the wartime increases would continue or even be sustained.

—Gertrude Bancroft, Factors in Labor Force Growth (paper presented before the American Statistical Association, Washington, D.C., December 27, 1959).

Labor's Interests in Medical Care Plans

I. S. FALK*

WHEN THE NEED for medical care arises from a work-connected cause, the responsibilities of the employer are generally fixed by custom and statute, though there are important variations in the implementing patterns and changes occur as institutions like social insurance emerge and evolve. When the need is not work-connected in origin, the patterns of responsibility have been and are whatever each society chooses at any particular time. A complex of principles concerned with social responsibility, equity, convenience, and necessity have dictated the practices in the past. The patterns are likely to be determined similarly in the future.

Management and labor have long had common as well as separate interests in the health and well-being of employees and their families. Medical care plans associated with the employer-employee relation have a long history, but until recently their development in the United States was relatively slow in numbers and highly limited in benefits provided. In the last 25 years, the demand for health benefits has been focused on basic or comprehensive protection because—with minor exceptions—no personal health service benefits were included in the public program for the self-supporting members of the labor force.

When organized labor saw at best only a dim outlook for winning comprehensive health insurance through social security legislation, its only practical alternative was mass group insurance through the payrolls of commerce and industry. While continuing to ask for improvements in social security coverage and benefits, and expressing willingness to pay their share of the costs, major labor groups undertook to get as much improved protection as they could from and through employers. It is no exaggeration to say that health insurance benefits are now widely established elements in collective bargaining and in the employer-employee relationship.

Labor is proud of the insurance coverage which has been achieved and is appreciative of the substantial contribution which the insurance has made

to the health, welfare, and economic security of its members. Nevertheless, labor is greatly dissatisfied with persisting gaps in insurance coverage and in its continuity, the limited scope of benefits in most of the plans, the large and burdensome noninsured charges, the steeply rising costs of the insurance, and the uneven quality of the care that is available to the insured. More and more labor leaders, aware of dissatisfactions among their members, have therefore been giving increasingly close attention to experience under health insurance programs and have been reformulating their goals and objectives.

Labor's Goals

In the recent period of rapid growth, even more than in the prior decades, management and labor "bought" such health insurance as was available to them in the market place. The insurance carriers determined the patterns, largely if not mainly according to their own interests and their competitive needs. About one-half of the coverage under employee benefit plans is underwritten by commercial insurance carriers, somewhat less by Blue Cross and Blue Shield, and the remainder by all other carriers and arrangements. Management, with some notable exceptions, has been complacent, agreeable, or favorable to this situation; it has been primarily interested in buying insurance on the easiest available basis—often shopping around for the greatest uniformity of benefits, at the lowest possible price and the least involvement with organized medicine. Labor, also with many exceptions, has been increasingly interested in the kind and the quality of care that is available, as well as in the insurance against the costs, and has actively supported many groups and agencies that are trying to effect improvements in both services and insurance. In these respects, labor—far more than management—has been concerned with its responsibility for medical care.

Labor's health insurance goals have been variously expressed. I venture to summarize them as follows: Comprehensive health care—preventive, diagnostic, therapeutic and rehabilitative—of high quality, with adequate continuing professional controls; well organized for availability, continuity, and economy in the health services,

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preferably through group practice wherever practical; fully covered by insurance, to the maximum extent practical; and services and insurance for active, laid-off, disabled, and retired employees and for their dependents.

The goal is comprehensive service benefits under the insurance arrangements, not limited cash indemnity benefits—however ingeniously designed. The need is for care available without financial barriers or burdens, including ready access to preventive services and encouragement to early discovery and diagnosis of disease—the essence of modern preventive medicine. To achieve these goals, the insurance arrangements must take account not only of kinds, duration, and amounts of benefits but also of organization of the services, quality, and controls. The desired developments will be accelerated if they are aided by organized medicine. But I have the impression that labor will strive to achieve them even if some medical associations resist or obstruct.

While working toward the long-range goals, labor will seek improvements in the current insurance programs. The prevalent insurance plans now probably do not cover, on the average, more than one-third of the family medical care costs for those who are in employee-benefit plans, though about 80 percent of the total costs have to be covered if the family is to be protected against uncertain and potentially burdensome costs. There is therefore much room for improvement by increasing the comprehensiveness of the benefits, shifting from limited indemnity to full service benefits, increasing the continuity of coverage as employment status changes, etc. In addition, progress toward the longer range goals will require introduction into current contracts of provisions for steps toward the achievement of improved programs, especially with respect to development of better organized and more economical patterns for the services—whether through open panel or group practice plans. And labor will presumably increasingly demand that, where group practice prepayment or related programs are or become available, the contracts should permit free choice of plan by the insured as far as this may be practical.

Conflicts will be minimized if management's interest is disassociated from the coinciding or conflicting interests of insurance carriers or of those who provide health services.

With respect to the planning, organization, and administration of medical care plans, it may suffice to refer to some prevalent practices in which most labor organizations want to see changes effected. I would place first emphasis on the desire for joint management-labor agreement on the goals and on the planning of long-range programs. Second, labor leaders increasingly want a much larger share in the process of making decisions about the characteristics of current plans within the framework of negotiated finances. Third, more and more labor organizations want completely joint participation in the continuing oversight of operations, in the receipt of adequate reports on operating experience, and in periodic evaluations. Fourth, labor people—particularly in some of the largest unions—want a more adequate role and the cooperation of management in insuring that the current resources of the plans are utilized toward the organization of those medical services and the development of those insurance practices which will eventually give employees the kinds of plans they want.

Concern Over Costs

Any realistic consideration of labor's health insurance goals must of course face the costs. Thirty years ago, total private expenditures for personal health services were about 3.5 percent of disposable personal income and they are now somewhat more than 5 percent, divided between insurance premiums and out-of-pocket expenditures. If eventually employee-benefit plans are to provide comprehensive personal health services, the aggregate cost may be expected to average about 4.5 percent of net wage and salary payments—somewhat less if they do not cover all potentially insurable costs (i.e., expenditures for the services of hospitals, physicians, dentists, nurses, and technical personnel and one-third of the expenditures for medicines and appliances), more if health service costs continue to rise faster than net earnings. Total contributions from employers and employees to benefit plans throughout the United States are probably now (late 1959) about 1.5 percent of aggregate private wages and salaries. If demand for medical care continues to grow, if unit costs of services continue to rise, and if insurance practices continue to encourage rising volumes of care—all without reasonable

controls—we must be prepared to see total private costs reach 6 percent of disposable personal income or of wages and salaries in the near future.

Responsible labor leaders are not indifferent to the rising costs of health services. On the contrary, they are acutely aware of the amounts paid for insurance by employees in contributory plans; they are equally aware that the amounts paid by employers increasingly come out of the "package" actually or potentially available to labor—in wages if not in fringe benefits. They believe that in this sense labor is more and more paying the total costs, directly and indirectly. For reasons of economy (especially in relation to taxes) as well as of efficiency, labor is asking for noncontributory financing by the employer, as is already done in many plans. If a larger share of total costs is paid through insurance premiums, the share to be met by noninsurance out-of-pocket expenditures will be smaller. Thus, though the total costs to labor will still be substantially the same, the burden will be reduced for labor by the expansion of budgeted group payment.

Labor appreciates that there will be considerable differences in the capacity of the employer to absorb or pass along to consumers the increase in total employment cost on account of a rising cost for health benefits. But the magnitude of the prospective increase in health cost over a period of years, measured as a percent of total employment cost, would be well within the range of what may be absorbed by productivity increase.

Perhaps rising employer costs for health benefits through employee benefit plans will lead employers to reverse their position and advocate health insurance under the Old Age, Survivors', and Disability Insurance Act. If they should be tempted to move in that direction, they should be reminded that labor has continued to reiterate its advocacy of national health insurance and to regard current patterns of voluntary health insurance only as a second choice of practical necessity. A specific constructive step available to management is to support the Forand Bill now before Congress, proposing health benefits for the aged and other OASDI pensioners.

Labor believes that the health insurance plans under collective bargaining need extensive improvements; and labor hopes that management will be of the same opinion and that both will work together toward common objectives.

Management's Interests in Medical Care Plans

SANDER W. WIRPEL*

THERE IS NO ESSENTIAL difference between labor's view, as developed by Dr. Falk, and that of management as to the responsibilities of management and labor for medical care. The difference is on the "how" of meeting these responsibilities, and this boils down largely to a question of costs and willingness to sacrifice money wages to pay for the desired level of medical care.

Responsibilities of Management and Labor

I detect an expression of an attitude in Dr. Falk's paper which seems to imply that the union is responsible for making sure that a benefit is available and that the employer is responsible for paying for it. As he well knows, many group insurance programs (such as the one at Inland Steel Co. which began in 1930 with life insurance and by 1940 had both accident and sickness weekly benefits and hospital and surgical insurance) antedated the appearance of the union as the representative of the employee. The first bargaining of group insurances and pensions did not occur at Inland, for example, until 1949, 19 years after the inception of this coverage.

Further, Dr. Falk says that even when the company pays for the group insurance it is really the employee paying for it himself since the employee, consequently, receives a lower wage than would be the case in the absence of the group insurance program. The company insurance contribution is a deferred wage payment in lieu of a direct wage payment (or some other benefit). He also, in effect, accuses the employer of misdirecting the program and consequently the "employees' wages" into indemnity rather than service type plans in order to minimize its contributions as it tries to buy the least costly coverage possible. I submit, however, that this result is bargained and jointly agreed to by both the union and management. Therefore, both the union and the employer must

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share the credits for the good parts of the programs and the responsibility for the shortcomings of what they agree to provide. After all, the union is reluctant to divert too much from direct wages into deferred wage programs of insurances, pensions, and supplemental unemployment benefit plans. It, too, wants lower cost indemnity plans with experience rating in order to enlarge the direct wage component as much as possible (even though it may act to the detriment of other groups for which it does not bargain and for which it frequently assumes little responsibility). By pursuing this route, have we not possibly lost our sense of community responsibility in a selfish approach to this program?

Let me turn briefly to Dr. Falk's discussion of labor's goals in regard to medical care. First, he wants joint agreement on the goals and the planning to achieve them. I agree that there should be a mutual expression of willingness to share both costs and responsibilities. It should involve agreement not to use the program as a bargaining weapon. (This last may be a most difficult thing on which to agree.)

The most significant thing, in my judgment, is the role of the community. Responsibility for medical care is not one limited to management and labor or even substantially one which should be considered its private preserve. Both management and labor must gear their programs to meet the needs of the community. Medical care is a community problem. It affects not only the worker but also his family, the self-employed, the retired, and those laid off for a short time as well as those permanently displaced from their regular job for almost any reason.

As to the second goal Dr. Falk outlined, labor, he said, wants a share in the decisionmaking process. I believe that comprehensive medical care plans should have not only union participation but that of management, the medical profession, and the community at large. The boards of directors of such plans should be broadly representative. Even a program jointly set up by a union and a company should include medical and public representation on their board.

The third goal of reports on operations of a plan to aid in effectively evaluating the program and providing a basis for guiding it is important.

Here again, the labor union is not alone to be served. All groups concerned need certain reports—and the design of such reports and the collection of data should be worked out in conferences with the management of the medical program. Such reports must be useful, inexpensively compiled, and not set up as a weapon to be used in collective bargaining.

As to the fourth goal, Dr. Falk says the unions want to negotiate plans utilizing existing resources better than present plans now do. I don't believe we know enough at this point to reach a conclusion. Perhaps after the Foundation on Employee Health, Medical Care and Welfare, Inc.,¹ has completed its study we can intelligently plan and move ahead.

Across the bargaining table, we find labor's demands are extravagant when they suggest that the employer fully pay for a comprehensive medical care program and, in addition, meet (or beat) existing levels of wage increases and other benefits—all greatly in excess of the rise in productivity. While it may be true that group-practice plans may be more efficient than traditional approaches to medical care protection, these programs with expanded services, despite the cost savings, result in approximately doubling the present average costs of Blue Cross-Blue Shield levels of most participants.²

A Community Approach

The answer, it seems to me, is in a community approach to prepaid comprehensive medical care, with a plan open to groups and individuals on essentially the same terms and conditions. Whether it be free-choice plan like the one at Windsor, Ontario, or a group practice plan such as the Health Insurance Plan in New York City, should depend on local needs and attitudes in each community. But a community approach

¹ Established in June 1956 by joint efforts of the International Association of Machinists (AFL-CIO) and the U.S. Industries, Inc., to study ways of improving health and welfare programs under collective bargaining (see *Monthly Labor Review*, August 1956, p. 953). The reference here is to a nationwide survey to determine the health needs and medical care patterns of the Machinists' members now being conducted, under an agreement with the Foundation, by the Columbia University School of Public Health and Administrative Medicine.

² Herman N. Somers and Anne R. Somers, *Private Health Insurance: Part II, Problems, Pressures, and Prospects* (in *California Law Review*, Berkeley, October 1958, Vol. 46, No. 4, p. 535).

is needed, not a nationwide union-management plan limited to this or that union or industry.

It would now appear that for about \$200 per employee per year (or about 10 cents or 12 cents per hour worked), a limited group-practice or open panel plan could operate in today's market. Presently, in most industries about \$100 per employee per year is available. To take the bold approach, let a bold and daring company and a fearless union come forth and agree to contribute an amount in lieu of the next wage increase to a fund for a period of 1, 2, or 3 years—until sufficient capital is available to begin to acquire the facilities needed. Their

present program should be continued until the situation is ready for the expanded comprehensive service.

Meanwhile, working jointly and with community groups, an attempt should be made to develop a framework for a community plan open to all groups and individuals in the community. Permit an annual choice of participation or nonparticipation, of group practice or open panel, or of a limited traditional type of hospital-surgical insurance. Select a lay board and have them study the results of current research and work out the details of whatever route seems best—leaving as much free choice as possible.

Eighty-six percent of the hospital bills—but only about one-half the charges for medical care during hospitalization—were covered by insurance in [the Greater New York area pilot] sample of families with a wide variety of negotiated and other health plans.

The average family hospital bill (\$51 a year) was greater than the average charge for in-hospital physician care (\$38 per year). *But* because of better insurance coverage for hospital bills, these families spent less out of their own pockets on an average for hospitalization (\$7) than for physician care (\$18) during the time the family member was in the hospital.

For families actually incurring hospitalization and in-hospital medical care expense, about 70 percent of out-of-pocket expense for such care was for physicians' fees as compared to about 30 percent for hospitalization.

—From A Report on the Plans and Progress of the Foundation on Employee Health, Medical Care and Welfare, Inc., Including the Nationwide Survey of the Patterns of Family Medical Care Under Four Major Types of Negotiated Health Insurance Plans (New York, 1959).

Summaries of Studies and Reports

Hospital Benefits Under Collective Bargaining, 1959

DURING THE PAST FEW YEARS, hospital benefits have been extended to retired workers and their dependents by many collectively bargained health and insurance programs. The benefits provided by the programs to these groups, as well as to active workers and their dependents, have also been increased to keep pace with the rise in hospital charges and to reimburse the employee more completely. These improvements are revealed by the Bureau of Labor Statistics' study of hospital benefits in 300 collectively bargained plans in effect in early 1959,¹ as compared with a study of substantially the same sample in late 1955.²

With about 95 percent of the 1955 plans providing coverage to the dependents of active workers, little expansion in this area was to be expected. However, coverage of retired workers and their dependents rose from about 20 percent of the plans in 1955 to almost 40 percent in 1959.

The changes in plan benefits since 1955 were of many kinds. Some plans switched from a cash to a service basis; more than two out of five of the plans provided service benefits in 1959, as against one out of three in 1955.³ Under cash plans, the average daily room and board allowance provided to workers and their dependents was increased by more than \$2, or about 20 percent.⁴

The maximum length of the full-benefit period was increased in a number of plans. The number of plans with full-benefit periods of less than 70 days, decreased by about 25 percent, while the number with full-benefit periods of 120 days or more increased by about 50 percent.

As a result of the increases in both the daily room and board allowances and in the number of days during which benefits were payable, the maximum room and board allowances for active workers and their dependents under cash plans were boosted, on the average, by over \$200.⁵

There were also some significant changes in the methods of providing hospital extras. In 1959, a larger proportion of the plans paid the full cost of specified hospital extra services (service benefits) as against reimbursement of expenses incurred for any extra hospital services up to a specified amount (cash benefits). The maximum cash benefits paid by plans that provided reimbursement of charges for hospital extras up to a specified amount rose, on the average, by \$13 (4.5 percent) for active workers and by \$39 (21 percent) for their dependents.

Scope of Survey

The 300 selected plans studied, all in effect in early 1959, ranged in coverage from 1,000 to a half million workers and, in total, provided health and insurance benefits to 4.9 million workers, or about 40 percent of the estimated number of workers under all health and insurance plans under collective bargaining agreements.⁶ Virtually every major manufacturing and nonmanufacturing industry was represented in the sample studied. Almost 3 out of 4 plans (219), covering two-thirds of the workers, were in manufacturing industries. Almost a third of the plans (95), covering more

¹ Health and Insurance Plans Under Collective Bargaining: Hospital Benefits, Early 1959 (BLS Bull. 1274, 1960), on which this article is based.

² Analysis of Health and Insurance Plans Under Collective Bargaining, Late 1955 (BLS Bull. 1221, 1957). Both studies covered the same sample except for 29 plans.

³ Plans providing benefits on a service basis pay the full cost of hospital accommodations (room and board), usually a semiprivate room, and other specified services. Cash plans indemnify the insured up to a specified amount.

⁴ These increases compare with a 23-percent increase between December 1955 and March 1959 in the Bureau of Labor Statistics' index of charges for private, semiprivate, and ward accommodations. See BLS Consumer Price Index, Price Indexes for Selected Items and Groups, September and November 1959 releases.

⁵ See footnote 22, p. 155, for significance of maximum room and board allowances.

⁶ The same sample of plans was used in the analysis of weekly accident and sickness benefits published in Health and Insurance Plans Under Collective Bargaining: Accident and Sickness Benefits, Fall 1958 (BLS Bull. 1250, 1959), and in Accident and Sickness Benefits Under Collective Bargaining, 1958 (in Monthly Labor Review, June 1959, pp. 646-652). Subsequent studies will cover surgical and medical benefits, and life insurance and accidental death and dismemberment benefits.

than 40 percent of the workers, were negotiated by multiemployer groups.⁷

All but 2 of the 300 plans provided hospital benefits (table 1). Active workers were covered under 293 plans,⁸ representing approximately 4.8 million workers; 282 plans, representing about 4.7 million workers, extended coverage to workers' dependents.⁹ Hospital coverage for retired workers and their dependents was available under 115 and 111 plans, respectively, covering over 2 million workers.¹⁰

In the majority of plans, the same level of benefits was provided all groups covered. Of the 277 plans with benefits for both the worker and his dependents, only 49 extended lesser benefits to dependents. However, about 2 out of 5 of the 112 plans with benefits for both active and retired workers provided less liberal benefits after retirement. In about the same proportion of plans,

TABLE 1. CLASSIFICATION OF PLANS PROVIDING HOSPITAL BENEFITS BY ELIGIBLE GROUP, EARLY 1959¹

Eligible group				Plans	
Workers	Dependents of workers	Retired workers	Dependents of retired workers	Number	Workers (thousands)
Total with hospital benefits.....				298	4,894.0
X	X			167	2,624.1
X				14	172.0
	X			2	20.5
X	X	X	X	108	2,023.9
X	X	X		2	7.5
X	X	X	X	3	29.5
X		X		2	4.5

¹ Based on a study of 300 health and insurance plans under collective bargaining, covering approximately 5 million workers.

² These plans do not provide hospital benefits for workers because they cover workers in the maritime industry who are entitled to use U.S. Public Health Service hospitals free of charge.

NOTE: All coverage data relate to number of active workers covered by the plans.

the dependents of retired workers were furnished benefits inferior to those given dependents of active workers.

Financing

The entire cost of the hospital benefits provided active workers was borne by the employer in almost two out of three plans. Under the rest of the plans, their benefits were jointly financed.¹¹ Benefits for dependents of workers were paid for solely by the employer in 46 percent of the plans with benefits for this group; by the employer and the worker in 43 percent; and by the employee alone in 11 percent.

Fifty-six of the 115 plans extending benefits to retired workers required the employer to pay the full cost of the benefits for this group. The retired worker was responsible for the entire premium for his benefits in more than 1 out of 4 plans (30), and for a portion of the premium under all but 1 of the remaining 29 plans.¹²

Benefits for dependents of retired workers were paid for by the company in over 2 out of 5 plans (48 of the 111 plans) providing benefits for this group, and by the retired worker on a group rate basis in almost 1 out of 3 plans (34). The remaining 29 plans made jointly financed benefits available to retired workers' dependents.

Requirements for Benefits

Eligibility requirements for hospital benefits were similar to those for accident and sickness benefits.¹³ More than 3 out of 4 of the 298 plans

⁷ Under some of the plans operated by multiemployer groups or multi-plant companies covering wide geographic areas, the types and amounts of benefits varied from area to area. Where such variations occurred under a particular multiplant or multiemployer plan, the benefits covering the largest group of workers were analyzed, and assigned the weight (i.e., the coverage) of all workers covered by the plan.

⁸ The 5 plans that did not provide benefits for the active worker covered workers in the maritime industry who receive free care in U.S. Public Health Service hospitals and out-patient facilities under the United States maritime law. However, all of these plans covered their dependents and 3 of them covered retired workers and their dependents.

⁹ "Dependents" include the worker's spouse and his children under a stated age, usually 19 years.

All coverage data reported in this article relate to the number of active workers (men and women) covered by the plans. For example, when reference is made to dependent coverage, the extent of such coverage is expressed in terms of the number of active workers covered by plans which extend or provide the specified benefits for dependents. No attempt was made to determine the number of women workers, dependents, retired workers, and dependents of retired workers covered by the plans in this study.

¹⁰ The term "retired worker" as used in this report does not necessarily cover all pensioners. Workers retired before the extension of benefits to pensioners and those not meeting prescribed eligibility requirements may not be covered by the plan.

¹¹ If the worker contributed toward the combined cost of a health and insurance program (with the employer paying the remaining cost), the hospital benefit was classified as jointly financed.

¹² Where the retired employee pays the entire premium, he still has the advantages of remaining under group coverage. It is generally recognized that group insurance contracts have advantages over individual insurance policies, i.e., lower premiums, the absence of medical, age, and other restrictions on coverage, and the rarity of contract cancellations. Furthermore, the retired worker is usually given the advantage of a low rate determined by the average cost of providing benefits for active employees and their dependents as well as for retired employees and their dependents. Since the active workers, being on the whole much younger, have lower utilization rates than retired workers, the combined rate is particularly advantageous to the latter.

¹³ Eligibility requirements as discussed here refer only to the period of employment required of the worker before he is eligible to participate in the plan. The period a worker must be covered before being eligible for maternity benefits is discussed in the maternity section of this article. For a description of eligibility requirements for accident and sickness benefits, see BLS Bull. 1250, op. cit., p. 5.

with hospital benefits made these benefits available during the first 4 months of employment. Only six plans required 8 or more months' employment.

Laid-off workers and their dependents were eligible for benefits under almost half of the plans in the sample. In these plans, hospital coverage was continued for periods ranging from 1 month to more than 2 years following the date of layoff. However, only one-third of the plans permitted continuance for a period of over 6 months.¹⁴

Under plans that provided continuance of coverage for less than 6 months after date of layoff, the hospital benefit for the laid-off worker was financed with few exceptions in the same way that it was financed while he was at work (by the employer only or jointly by the employer and the worker). On the other hand, under plans continuing coverage for 6 months or more, the method of financing usually changed immediately upon layoff, or at the first of the following month, from employer only or from employer and worker jointly to worker only.

Unlike accident and sickness benefits, which often cover occupational disabilities, all except three plans limited the availability of hospital benefits to confinements resulting from disabilities of a nonoccupational nature.¹⁵ But not all nonoccupational disabilities were covered by the plans.¹⁶ Moreover, maternity benefits were not provided women workers in 20 plans and dependent wives in 11 plans.

Active Workers and Their Dependents

Cash benefits reimbursing workers for hospital charges up to a specified dollar limit were paid by 45 percent of the plans with hospital benefits for nonmaternity cases of active workers and their dependents (table 2).¹⁷ Almost all of these plans were underwritten by commercial insurance carriers. A somewhat smaller number of plans provided service benefits under which specified room and board accommodations, extra services, drugs, and supplies, are furnished without further cost to the member. However, these plans covered more workers than those providing cash allowances. Almost all of the plans operated by Blue Cross and other nonprofit organizations were of the service type. A combination of cash and service benefits was provided by slightly more than 10 percent of the plans, most of which paid

a cash allowance for room and board and provided specified hospital extras on a service basis. Service benefits were slightly more common than cash under single employer plans—especially among the larger plans—but in multiemployer plans cash benefits were more common.

Of the 277 plans that provided hospital benefits for both workers and dependents, all except 4 provided the same type of benefits to each group. These four plans provided the workers a combination of cash and service benefits, and their dependents all cash benefits.

Duration. A maximum number of days of hospital benefits is specified in almost all plans. Under most plans, the daily benefit allowances or services remain the same throughout the entire period. However, under some plans, lower or limited benefits are provided during the latter part of the period, frequently referred to as the "extended coverage" period. The time during which the higher or full benefits are provided is generally designated as the "full-benefit" period.

Although the maximum period during which full room and board benefits were payable varied from 21 to over 121 days, more than half of the plans made the coverage available to workers and dependents for 70 days or more (table 2). The most frequent duration, 120 days, was found in plans covering over two out of five of the workers under plans providing hospital benefits for each group.¹⁸

¹⁴ It should also be pointed out that, under many plans, a worker whose group coverage ceases may convert his coverage to an individual policy without medical examination or other evidence of good health.

¹⁵ The 3 plans that provided benefits to workers hospitalized because of occupational disabilities specified that the benefits payable would be the difference between the workmen's compensation hospital benefit and the benefits provided under the plan.

¹⁶ Most plans specifically excluded 1 or more nonoccupational disabilities. Among such exclusions were treatment for alcoholism, narcotic addiction, self-inflicted injuries, and cosmetic surgery. Some plans, although covering certain types of disabilities, limited the duration or the amount of benefits available for their treatment. Examples of disabilities subject to such limitations were mental and nervous disorders, tonsillectomies, and poliomyelitis.

¹⁷ Plans were classified according to type of benefits (cash or service) provided during the full-benefit period. This classification is based solely on the type of benefit provided without regard to the party (the hospital or the insured) to whom payment is made or to the type of insurer (commercial insurance carrier or nonprofit prepayment organization). "Full-benefit" period refers to the period during which the maximum daily room and board benefit is provided.

¹⁸ The average hospital stay in nongovernmental general hospitals was somewhat less than 8 days in 1957. Only about 4 percent of all hospitalized persons remained in the hospital longer than 30 days; less than 1 percent were hospitalized longer than 60 days. See U.S. National Health Survey—Hospitalization: Patients Discharged from Short-Stay Hospitals, United States, July 1957–June 1958 (U.S. Public Health Service, Publication 584-B7), and unpublished data from the same survey.

Full-benefit periods were generally longer in service than in cash plans. A full-benefit period of 120 days or more was provided in almost half the service plans as compared with less than a fifth of the cash benefit plans. These service plans covered three out of four workers covered by such plans, while the cash plans covered about 15 percent of those eligible for cash benefits.

Dependents received benefits for the same period as workers in all but 16 of the 249 plans indicating the period for both groups. In virtually all cases where there was a difference, a shorter period was

specified for dependents. For example, under eight plans the worker was provided a full-benefit period of 70 days, and the dependents, 31 days.

Extended coverage periods at reduced allowances were provided in 46 plans with hospital benefits for workers and in 45 plans with benefits for dependents. Most of these plans were service plans that provided 21 days of full coverage and an additional 180 days of partial coverage. At the other extreme were seven plans with a full-benefit period of 120 days and an extended coverage period of 245 days. The duration of the

TABLE 2. PLANS PROVIDING HOSPITAL BENEFITS FOR ACTIVE WORKERS AND THEIR DEPENDENTS IN NONMATERNITY CASES, BY DAILY ROOM AND BOARD ALLOWANCE AND DURATION OF FULL-BENEFIT PERIOD, EARLY 1959¹

(Workers in thousands)

Maximum daily room and board allowance	Maximum number of days in full-benefit period																	
	Total		Under 31		31		32 and under 70		70		71 and under 120		120		121 and over		Other ²	
	Plans	Workers	Plans	Workers	Plans	Workers	Plans	Workers	Plans	Workers	Plans	Workers	Plans	Workers	Plans	Workers		
WORKERS																		
All plans providing—																		
Hospital benefits.....	³ 293	4,834.0	31	268.9	51	443.6	⁴ 14	455.0	60	751.6	10	152.6	85	2,063.3	11	93.4	31	575.6
Service benefits.....	132	2,716.4	26	276.1	7	46.3	1	6.5	23	240.6	6	56.3	63	1,887.8	2	5.8	4	197.0
Cash benefits.....	⁵ 161	2,117.6	5	22.8	44	397.3	⁶ 13	448.5	37	511.0	4	96.3	22	175.5	9	87.6	27	378.6
Room and board allowance:																		
Under \$8.....	3	23.5			3	23.5											3	32.3
\$8 and under \$9.....	9	110.6			5	43.3			1	35.0							2	13.6
\$9 and under \$10.....	8	62.5	1	4.5	2	16.0	1	14.5	2	10.9							1	17.9
\$10 and under \$11.....	17	164.7			6	32.2	2	42.8	2	16.5			1	11.0	4	44.3	2	23.1
\$11 and under \$12.....	6	152.5			3	22.4	1	106.0	1	1.0							1	30.2
\$12 and under \$13.....	34	315.1	1	2.5	9	23.7	2	46.4	10	80.9	3	79.0	3	27.6	1	15.8	5	1.8
\$13 and under \$14.....	8	42.7			1	1.0	1	3.0					4	26.9	1	10.0	1	3.9
\$14 and under \$15.....	11	215.3			4	12.2	1	175.0	3	18.7			1	3.0	1	2.5	1	2.0
\$15 and under \$16.....	28	340.7			7	33.6	1	3.5	8	155.4	1	17.3	9	82.9	1	6.0	1	84.4
\$16 and under \$17.....	8	174.0			1	25.0	2	53.8	3	10.5							2	
\$17 and under \$18.....	2	48.0							2	48.0								
\$18 and under \$19.....	9	62.1	3	18.8	1	1.4			2	16.8			2	19.9			1	8.2
\$19 and under \$20.....	1	1.2											1	1.2				
\$20 and under \$21.....	4	16.5					2	3.5	1	10.0			1	3.0				
\$21 and over.....	1	28.0							1	28.0								
Not specified.....	⁷ 12	360.2			2	160.0			1	30.0					1	9.0	8	161.2
DEPENDENTS																		
All plans providing—																		
Hospital benefits.....	³ 282	4,717.5	⁴ 30	336.9	51	506.3	12	372.9	49	620.9	10	182.1	86	2,073.3	10	83.4	34	571.7
Service benefits.....	129	2,697.7	26	276.1	7	46.3	3	21.0	21	223.9	4	41.8	63	1,887.8	2	5.8	3	195.0
Cash benefits.....	⁵ 153	2,019.8	⁶ 4	60.8	44	460.0	9	361.9	28	397.0	6	110.3	23	185.5	8	77.6	31	376.7
Room and board allowance:																		
Under \$8.....	8	36.0	1	4.5	5	15.5	1	14.5									1	1.5
\$8 and under \$9.....	9	133.4			5	66.1			1	35.0							3	32.3
\$9 and under \$10.....	6	43.5			2	19.0			2	10.9							2	13.6
\$10 and under \$11.....	21	164.9			7	35.2			3	22.5	2	14.0	1	11.0	4	44.3	4	37.9
\$11 and under \$12.....	6	156.6			3	21.1	1	106.0					1	6.4			1	23.1
\$12 and under \$13.....	29	255.5	1	2.5	6	15.8	2	46.4	7	27.7	3	79.0	3	27.6	1	15.8	6	40.7
\$13 and under \$14.....	9	77.3			1	25.0	1	3.0	1	6.0			4	30.5			2	12.8
\$14 and under \$15.....	18	304.7	1	52.8	7	48.9	2	176.0	3	11.1			1	3.0	1	2.5	3	10.4
\$15 and under \$16.....	21	308.8			4	25.6	1	3.5	4	171.5	1	17.3	9	82.9	1	6.0	1	2.0
\$16 and under \$17.....	4	98.7			1	26.4			2	14.3							1	58.0
\$17 and under \$18.....	2	48.0							2	48.0								
\$18 and under \$19.....	5	39.5			1	1.4			1	10.0			2	19.9			1	8.2
\$19 and under \$20.....	1	1.2											1	1.2				
\$20 and under \$21.....	4	16.5	1	1.0			1	2.5	1	10.0			1	3.0				
Not specified.....	⁷ 10	335.2			2	160.0			1	30.0					1	9.0	6	136.2

¹ See footnote 1, table 1.

² Includes plans with no specified duration and plans under which full-benefit period varied according to years of participation in plan.

³ Two plans, covering 53,800 workers, provided a shorter duration for women workers.

⁴ Includes 2 plans, covering 160,000 workers, that provided a lower daily allowance of coverage during the first year than during succeeding years.

⁵ Two plans, covering 53,800 workers, provided a longer duration for the male spouse.

NOTE: All coverage data relate to number of active workers covered by the plans.

extended coverage period in all of the 43 plans that provided such periods for both workers and dependents was the same for both groups.

The duration of hospital benefits was defined on a "per disability" basis in more than 9 out of 10 of the plans. Benefits under these plans were available for each separate disability or period of hospital confinement.¹⁹

Room and Board Benefits. Under virtually all plans providing service room and board benefits, workers and dependents were eligible for semiprivate accommodations during the full-benefit period with no extra cost for this service.²⁰

An extended coverage period was provided workers and dependents under 3 out of 10 plans (39) that made available service room and board benefits during the full-benefit period. During the extended coverage period, one-half the cost of workers' and dependents' hospital accommodations was met by three-fourths of the plans. The remaining plans provided a fixed daily cash allowance (e.g., \$5 per day) to be applied toward all hospital charges.

With few exceptions, the plans with cash room and board benefits provided a fixed daily allowance (table 2). Under these programs, reimbursement was made toward the charge of hospital accommodations up to the stipulated daily maximums. Any charge in excess of the daily maximum was paid for by the worker.

Daily cash room and board allowances for workers and dependents ranged from less than \$8 to more than \$21. The average allowance for workers was \$13.18, and for dependents, \$12.79.²¹

Thirty of the 277 plans specifying daily room and board benefits for both workers and their dependents provided a lower benefit for

¹⁹ A separate disability or a separate period of hospital confinement was usually described, in relation to a previous use of hospital facilities, as being due to a different or unrelated cause or separated by a return to work or by a specified period of time.

²⁰ Semiprivate accommodations were generally described as rooms having 2 beds or 2 and not more than 4 beds or, in a few cases, 6 beds. If the patient occupied a private room, a specified cash allowance or the amount charged by the hospital for the accommodations to which the patient was entitled was allowed toward the cost of the private room; the patient was responsible for the difference.

²¹ These averages were derived by weighting the amount of benefit provided to worker or dependent by each plan by the total number of workers covered by that plan.

TABLE 3. PLANS PROVIDING HOSPITAL BENEFITS FOR ACTIVE WORKERS AND THEIR DEPENDENTS IN NONMATERNITY CASES, BY MAXIMUM AMOUNT OF FULL REIMBURSEMENT OF CHARGES FOR HOSPITAL EXTRAS, EARLY 1959¹

Basic amount	Plans covering—											
	Workers						Dependents					
	Total		Plans with additional reimbursement on percentage basis		Plans without additional reimbursement on percentage basis		Total		Plans with additional reimbursement on percentage basis		Plans without additional reimbursement on percentage basis	
	Plans	Workers (thousands)	Plans	Workers (thousands)	Plans	Workers (thousands)	Plans	Workers (thousands)	Plans	Workers (thousands)	Plans	Workers (thousands)
All plans providing full reimbursement up to a fixed amount ²	124	1,955.5	33	815.6	* 91	1,139.9	* 124	2,026.6	33	319.1	* 91	1,707.5
Under \$50.....	1	12.0			1	12.0	1	1.0			1	1.0
\$50 and under \$75.....	7	318.5			7	318.5	6	303.5			6	303.5
\$75 and under \$100.....	5	22.0	2	8.8	3	13.2	6	55.8	2	8.8	4	47.0
\$100 and under \$125.....	22	281.9	2	24.8	20	257.1	19	225.1	2	24.8	17	200.3
\$125 and under \$150.....	6	18.5			6	18.5	4	16.3			4	16.3
\$150 and under \$175.....	7	65.8			7	65.8	5	62.5			5	62.5
\$175 and under \$200.....	5	26.6	2	10.9	3	15.7	7	35.6	4	19.9	3	15.7
\$200 and under \$225.....	14	156.2	5	35.0	9	121.2	16	684.2	5	35.0	11	649.2
\$225 and under \$250.....	12	116.5	5	22.7	7	93.8	12	114.0	5	20.2	7	93.8
\$250 and under \$300.....	8	48.3	4	36.6	4	11.7	14	125.0	6	39.7	8	85.3
\$300 and under \$400.....	24	251.8	10	145.7	14	106.1	21	272.1	7	139.6	* 14	132.5
\$400 and under \$500.....	4	56.6	2	31.1	2	25.5	2	31.1	2	31.1		
\$500 and under \$600.....	7	558.0	1	500.0	6	58.0	8	59.6			8	59.6
\$600 and over.....	2	22.8			2	22.8	3	40.8			3	40.8
Average basic amount ⁴		\$300		\$451		\$194		\$226		\$292		\$214

¹ Based on a study of 300 health and insurance plans under collective bargaining, covering approximately 5 million workers; of these, 293 and 282 plans provided hospital benefits for workers and dependents, respectively.

² Excludes 2 plans, covering 100,000 workers, that provided a maximum allowance of \$100 for extra services during the first year of coverage under the plan, and up to \$200 thereafter.

³ Includes 1 plan, covering 17,000 workers, that provided up to \$100 during the first 31 days of confinement and \$200 during the remainder of the period of hospital confinement.

⁴ Benefit provided by each plan weighted by number of active workers covered.

NOTE: All coverage data relate to number of active workers covered by the plans.

dependents. The amount provided under these 30 plans usually ranged from \$1 to \$5 less than that provided workers.

As in late 1955, plans with low daily room and board allowances tended to provide benefits for relatively short full-benefit periods. For example, daily allowances of less than \$12 for workers and dependents were provided under a substantially larger proportion of plans with full-benefit periods of less than 70 days than under those with periods of 70 days or more.

Unlike the service plans, only a few of the cash plans provided for extended coverage. Most frequently, the plans with this provision provided during the extended coverage period a daily allowance equal to half the amount available during the full-benefit period.

The maximum allowance available per hospital stay under cash plans ranged from \$150 to over \$2,000.²² Under two-fifths of the plans, workers could receive a maximum room and board allowance of \$1,000 or more, while dependents could receive this amount in slightly more than one out of three plans.²³ The average maximum allowance was about \$1,000 for workers and about \$900 for dependents.

Under 37 of the 146 plans specifying a maximum room and board allowance for both workers and dependents, lesser amounts were provided dependents.

Hospital Extra Services Benefits. Hospital charges incurred by workers and their dependents for extra services other than room and board were defrayed, at least in part, by all of the plans. Either all charges up to a fixed maximum (141 plans) were

TABLE 4. PLANS PROVIDING HOSPITAL BENEFITS FOR ACTIVE WORKERS AND THEIR DEPENDENTS IN NON-MATERNITY CASES, BY MAXIMUM AMOUNT OF FULL REIMBURSEMENT OF CHARGES FOR HOSPITAL EXTRAS WITH ADDITIONAL REIMBURSEMENT ON A PERCENTAGE BASIS, EARLY 1959¹

Amount	Plans covering—			
	Workers		Dependents	
	Number	Workers (thousands)	Number	Workers (thousands)
All plans providing for full reimbursement of hospital extras up to a fixed maximum with additional reimbursement on a percentage basis.....	32	757.6	32	261.1
Basic amount				
Plus 75 percent of next—				
\$75.....	1	7.2	1	7.2
\$90.....	1	1.6	1	1.6
\$100.....	1	15.8	1	15.8
\$120.....	1	9.0	1	9.0
\$180.....	1	8.0	1	8.0
\$180.....	1	3.0	1	3.0
\$190.....	1	2.9	1	2.9
\$190.....	1	6.0	1	6.0
\$200.....	1	7.5	1	7.5
\$200.....	3	17.5	3	17.5
\$200.....	1	10.0	1	10.0
\$225.....	1	6.0	1	6.0
\$225.....	1	3.5	1	3.5
\$240.....	1	1.5	1	1.5
\$240.....	1	6.8	1	6.8
\$240.....	1	4.9	1	4.9
\$250.....	1	15.0	1	15.0
\$250.....	1	3.4	1	3.4
\$260.....	1	16.4	1	16.4
\$280.....	1	1.8	3	4.9
\$300.....	1	9.0	1	9.0
\$300.....	1	10.6	1	10.6
\$300.....	2	44.6	2	44.6
\$300.....	2	17.4	2	17.4
\$315.....	1	3.0	1	3.0
\$320.....	1	1.3	1	1.3
\$360.....	1	1.8	1	1.8
\$400.....	1	30.0	1	30.0
\$465.....	1	1.1	1	1.1
\$500.....	1	500.0	1	500.0

¹ See footnote 1, table 3.

² Excludes 1 plan, covering 28,000 workers, that provided \$300 basic amount plus 80 percent of additional charges up to a maximum that is applicable to all hospital, surgical, and medical expenses.

³ No upper limit on the additional amount was specified.

NOTE: All coverage data relate to number of active workers covered by the plans.

paid or specified services were furnished (152 plans). Some of the plans that provided full payment up to a certain level made allowance for further reimbursement on a percentage basis if the stipulated level was exceeded. For example, one plan reimbursed all extra charges up to \$240 plus 75 percent of charges in excess of that amount up to \$500. Similarly, some of the service plans paid the full cost of specified services during the full-benefit period and provided partial reimbursement (usually 50 percent) during the extended coverage period.

Plans providing service benefits rather than cash allowances typically listed those benefits for which the cost was covered (in full or in part) and

²² The maximum room and board allowance is the product of the daily cash allowance and the maximum number of days of hospital stay provided under the plan. Obviously, this allowance can be calculated only for cash plans, since in service plans the daily benefit is specified in terms of the particular hospital accommodation provided, e.g., a semiprivate room, without any limitation on its cost. Therefore, a worker, hospitalized for an extended period of time, would be concerned primarily with the maximum duration of the hospital stay provided by a service plan and by both the daily room and board allowance and the duration of benefits provided by a cash plan. On the other hand, if the stay is a short one, workers under a cash plan would be chiefly concerned with the amount of the daily room and board allowance, i.e., how nearly it covers the charge for the accommodation provided.

²³ Where the maximum room and board allowance was not specified, it was computed by multiplying the maximum daily allowance by the number of days of hospital stay provided. Included in this computation were the allowances provided during the full-benefit period and the extended coverage period. Excluded were all plans providing service benefits and those plans with cash or a combination cash and service benefit under which the maximum amount was not computable.

those excluded. While specified services varied considerably among plans, virtually all plans fully covered the use of operating or cystoscopic room and of supplies (such as bandages, splints, material for casts, and anesthetic materials); the coverage of most laboratory services and drugs was also common. Less frequently included were diagnostic and therapeutic X-rays and blood for transfusions.

Of the 141 plans covering workers and 137 plans covering dependents that provided cash allowances for hospital extras, 126 provided full reimbursement up to a fixed maximum. The maximums specified in these plans ranged from less than \$50 to more than \$600, and the average amount provided by plans using this method was \$300 for workers and \$226 for dependents (table 3). Much higher basic allowances were provided by the 33 plans that paid a percentage of the charges after the fully reimbursable amount had been used up. The basic amount allowed by these plans averaged \$451 for the worker and \$292 for his dependents. Nearly the entire difference between the average reimbursements for workers and for their dependents stemmed from the more liberal allowance provided workers by a single large plan in the sample.²⁴

All but 4 of the 33 plans providing additional reimbursement on a percentage basis specified the maximum amount of the excess charges for which

they would provide partial reimbursement (table 4). While these maximum amounts ranged from \$500 to \$5,000, the majority of them were between \$1,000 and \$2,500. With one exception, these plans paid 75 percent of the additional charges. The total amount payable (basic amount plus additional reimbursement for extra services) ranged from \$615 to \$3,950. More than two out of five plans limited the total amount to between \$1,000 and \$2,500.

Identical extra service benefits were paid both workers and dependents by 246 of the 277 plans providing those benefits. Where these benefits differed, the dependents' allowance was almost always less liberal than that provided the worker.

Retired Workers and Their Dependents²⁵

Retired workers and their dependents were provided benefits under almost two out of five of the plans with benefits for the active workers and their dependents—a sharp increase over 1955

²⁴ This plan provided a \$500 basic allowance for workers and additional reimbursement for charges over \$500; dependents received a basic allowance of \$200 without additional reimbursement. Excluding this plan reduced the average basic allowance for workers under all cash plans from \$300 to \$215 and under those providing additional reimbursement from \$451 to \$313. This narrowed the difference between the averages for workers and their dependents to \$11 for all cash plans and to \$21 for those providing additional reimbursement.

²⁵ For this analysis, benefits available to the worker retiring at normal retirement age (usually age 65) were compared with those available to him immediately prior to retirement (usually age 64).

TABLE 5. PLANS PROVIDING HOSPITAL BENEFITS FOR RETIRED WORKERS AND THEIR DEPENDENTS, BY DURATION OF FULL-BENEFIT PERIOD AND TYPE OF ROOM AND BOARD BENEFIT, EARLY 1959¹

Duration of full-benefit period	Type of room and board benefit provided—									
	Retired workers						Dependents of retired workers			
	Total		Cash		Service		Total		Cash	
	Plans	Workers (thousands)	Plans	Workers (thousands)	Plans	Workers (thousands)	Plans	Workers (thousands)	Plans	Workers (thousands)
All plans extending hospital benefits to retired workers and their dependents...	² 115	2,077.4	53	869.4	61	1,204.0	² 111	2,065.4	50	859.4
Duration specified.....	93	1,638.8	35	653.3	57	981.5	80	1,624.8	31	639.3
21 days.....	16	98.2	—	—	16	98.2	16	98.2	—	—
22 and under 31 days.....	1	4.5	1	4.5	—	—	2	5.5	2	5.5
31 days.....	11	104.2	9	98.8	2	5.4	8	93.2	6	57.8
32 and under 70 days.....	7	300.5	6	297.5	1	3.0	6	299.5	5	296.5
70 days.....	14	211.8	9	173.9	5	37.9	14	211.8	9	173.9
71 and under 120 days.....	2	25.2	1	7.2	1	18.0	2	25.2	1	7.2
120 days.....	² 37	863.2	6	46.0	30	813.2	² 36	860.2	5	43.0
121 days and over.....	5	31.2	3	25.4	2	5.8	5	31.2	3	25.4
Duration not specified.....	22	438.6	18	216.1	4	222.5	22	440.6	19	220.1

¹ See footnote 1, table 3. See this page for a discussion of provisions affecting the frequency and duration of benefit payments to retired workers and their dependents.

² Includes 1 plan, covering 4,000 workers, that provided service benefits for a specified period, the first 120 days of hospital confinement during the retire-

ment period; thereafter, cash benefits were payable.

NOTE: All coverage data relate to number of active workers covered by the plans.

when only one out of four extended benefits to retired workers and one out of five plans extended them to retired workers' dependents. In addition, three plans in the maritime industry that did not provide benefits for workers while active employees, granted them coverage once they retired.

About three-fifths of the 112 plans with benefits for both active and retired workers (66 plans) provided the retired workers with the same benefits, in all respects, as those available to workers immediately prior to retirement. Sixty-eight of the 111 plans with benefits for dependents of retired workers maintained the same benefits provided dependents of active workers.

Benefits were reduced in the remaining two-fifths of the plans by two methods. More often this was done by restricting the amount of benefits provided during the entire retirement period. For example, some plans limited the total amount of hospital benefits provided; others limited their total payments for all hospital, surgical, and medical benefits combined. A few plans applied these restrictions to the benefits available to a retired worker's entire family rather than to each individual person. The second and less common method was by directly reducing the benefits for each disability. This method included reducing the duration as well as the amount of the daily room and board and extra services benefits.

Service benefits were provided during the full benefit period by 59 of the 115 plans with benefits for retired workers and by 58 of the 111 plans with benefits for their dependents, and all cash benefits were provided under almost all of the remaining plans.

The full-benefit period and the extended coverage period were usually the same for retired and active workers, and for their dependents.

As for active workers and their dependents, the full-benefit period for retired workers and their dependents ranged from 21 days to more than 121 days in length (table 5). And about one out of three plans provided each group with 120 full-benefit days. However, only half as many plans (24) provided retired workers and their dependents with extended coverage periods; chief among them were 16 plans with 21 full-benefit days that provided an extended coverage period of 180 days.

Hospital benefits for retired workers and their dependents were generally available on a "per

disability" basis. However, about one-sixth of the plans specified a set of benefits for retired workers and their dependents that was payable only once during the worker's retirement period. Once these benefits were exhausted, coverage ceased.

Plans providing cash room and board benefits—somewhat less than half those with hospital benefits for retired workers and their dependents—paid reimbursements ranging from under \$8 to \$21 a day (table 6). As for active workers, nearly three out of five plans paid retired workers \$12 or more daily; slightly fewer plans gave retired workers' dependents this amount.

TABLE 6. PLANS PROVIDING HOSPITAL BENEFITS FOR RETIRED WORKERS AND THEIR DEPENDENTS, BY DAILY ROOM AND BOARD ALLOWANCE, EARLY 1959¹

Maximum daily room and board allowance	Plans covering—			
	Retired workers		Dependents	
	Number	Workers (thousands)	Number	Workers (thousands)
All plans extending cash benefit..	53	869.4	50	859.4
Under \$8.....	1	7.2	2	11.7
\$8 and under \$9.....	1	35.0	1	35.0
\$9 and under \$10.....	4	35.0	3	30.5
\$10 and under \$11.....	11	87.5	11	88.0
\$11 and under \$12.....	1	106.0	2	112.4
\$12 and under \$13.....	10	74.2	10	72.5
\$13 and under \$14.....	6	34.2	4	24.8
\$14 and under \$15.....	4	182.0	4	182.0
\$15 and under \$16.....	5	140.8	3	135.0
\$16 and under \$17.....	1	7.5	2	14.3
\$18 and under \$19.....	1	6.8	—	—
\$20 and under \$21.....	3	13.5	3	13.5
Not specified.....	5	139.7	5	139.7

¹ Based on a study of 300 health and insurance plans under collective bargaining, covering approximately 5 million workers; of these, 115 and 111 plans extended hospital benefits to retired workers and dependents, respectively. See p. 136 for a discussion of provisions affecting the level and amount of benefit payments to retired workers and their dependents.

NOTE: All coverage data relate to number of active workers covered by the plans.

Only 7 plans out of the more than 100 plans covering retired workers and their dependents discontinued benefits during the retirement period after a specified time. Under six of these plans, hospital benefits remained in effect for 1 year after retirement or less.

Maternity Benefits

Nearly all plans covered hospital expenses resulting from pregnancy, but in four out of five plans, additional limitations were included in the provisions for maternity benefits, such as reducing the maximum number of days for which

benefits would be paid.²⁰ Two-fifths of the plans made available to women workers either a flat amount (e.g., \$125) for all hospital charges (room, board, and extra service charges) (82 plans) or a general lump-sum allowance that could be used toward all types of medical expenses incurred, in or out of the hospital (30 plans). More than half of the plans made these types of benefits available to dependent wives.

Maternity benefits for women workers and dependent wives were available immediately on becoming insured under about a fifth of the plans. The remaining plans had waiting periods designed

to require that pregnancy commenced while they were insured. About 100 plans simply stated that requirement, while a somewhat greater number, in normal delivery cases, required that women be insured for a specified period, generally 9 months.

Most plans provided the same type of benefit (cash or service) for maternity and nonmaternity

²⁰ Under some plans, lower benefits were available for all types of maternity cases (normal delivery, Caesarean section, ectopic pregnancy, miscarriage, etc.); under other plans, less liberal benefits were provided for normal delivery cases only. The discussion in this section covers benefits provided in normal delivery cases only.

TABLE 7. PLANS PROVIDING HOSPITAL BENEFITS FOR WOMEN WORKERS AND DEPENDENT WIVES IN MATERNITY CASES, BY DAILY ROOM AND BOARD ALLOWANCE AND DURATION OF FULL-BENEFIT PERIOD, EARLY 1959¹

Maximum daily room and board allowance	Maximum number of days in full-benefit period													
	Total		Under 10 days		10 days		12 days		14 days		Over 14 days		Other *	
	Plans	Work-ers † (thou-sands)	Plans	Work-ers † (thou-sands)	Plans	Work-ers † (thou-sands)	Plans	Work-ers † (thou-sands)	Plans	Work-ers † (thou-sands)	Plans	Work-ers † (thou-sands)	Plans	Work-ers † (thou-sands)
WOMEN WORKERS														
All plans providing—														
Hospital benefits.....	4 243	3,605.2	15	106.9	37	1,142.6	1	45.0	47	355.9	49	1,004.2	94	950.6
Service benefits.....	87	2,134.5	11	89.3	30	1,048.6			4	48.1	42	948.5		
Cash room and board benefits.....	156	1,470.7	4	17.6	7	94.0	1	45.0	43	307.8	7	55.7	94	950.6
Room and board allowance.....	74	592.6	4	17.6	7	94.0	1	45.0	43	307.8	7	55.7	12	72.5
Under \$7.....	2	46.5					1	45.0	1	1.5				
\$7 and under \$8.....	7	82.9			1	3.6			4	47.3			2	32.0
\$8 and under \$9.....	4	20.0							2	3.9	1	14.5	1	1.6
\$9 and under \$10.....	14	60.5	3	14.1	1	7.5			8	34.2			2	4.7
\$10 and under \$11.....	2	3.3							2	3.3				
\$11 and under \$12.....	14	97.6			1	19.3			11	59.6	1	7.2	1	11.5
\$12 and under \$13.....	3	5.8							1	3.0	1	1.0	1	1.8
\$13 and under \$14.....	4	13.2							2	7.0			2	6.2
\$14 and under \$15.....	12	98.5	1	3.5	2	9.8			8	76.2	1	9.0		
\$15 and under \$16.....	2	79.2			1	52.8			1	26.4				
\$16 and over.....	5	41.4			1	1.0			1	16.4	3	24.0		
Not specified.....	5	43.7							2	29.0			3	14.7
DEPENDENT WIVES														
All plans providing—														
Hospital benefits.....	4 240	3,751.7	15	106.9	36	636.3			11	107.7	47	980.9	131	1,919.9
Service benefits.....	84	1,776.3	11	89.3	28	542.4			3	32.1	40	925.2	2	187.3
Cash room and board benefits.....	156	1,975.4	4	17.6	8	93.9			8	75.6	7	55.7	129	1,732.6
Room and board allowance.....	40	327.1	4	17.6	8	93.9			8	75.6	7	55.7	13	84.3
Under \$7.....	2	15.5			1	1.0					1	14.5		
\$7 and under \$8.....	2	9.5			1	2.5			1	7.0				
\$8 and under \$9.....	1	1.6											1	1.6
\$9 and under \$10.....	8	40.1	3	14.1	1	7.5			1	1.5	2	14.0	1	3.0
\$10 and under \$11.....	1	1.0									1	1.0		
\$11 and under \$12.....	8	83.9			2	23.1			2	34.2	1	7.2	3	19.4
\$12 and under \$13.....	3	18.8							1	6.0			2	12.8
\$13 and under \$14.....	2	55.1			1	52.8							1	2.3
\$14 and under \$15.....	8	75.9	1	3.5	1	6.0			3	26.9	1	9.0	2	30.5
\$15 and over.....	2	11.0			1	1.0					1	10.0		
Not specified.....	3	14.7											3	14.7

¹ See footnote 1, table 1.

² Includes 82 and 116 plans that provided a flat amount for room, board, and hospital extra charges for women workers and dependent wives, respectively, and plans with no specified duration.

³ Number of workers covered by plans does not indicate relative frequency of benefits since proportion of women covered varied substantially among plans.

⁴ Excludes 30 and 31 plans that provided a general lump-sum allowance for women workers and dependent wives, respectively.

Note: All coverage data relate to number of active workers covered by the plans.

TABLE 8. PLANS PROVIDING HOSPITAL BENEFITS FOR WOMEN WORKERS AND DEPENDENT WIVES IN MATERNITY CASES, BY MAXIMUM AMOUNT OF FULL REIMBURSEMENT OF CHARGES FOR HOSPITAL EXTRAS, EARLY 1959¹

Basic amount	Plans covering—							
	Women workers				Dependent wives			
	Total ²		Plans without additional reimbursement on a percentage basis		Total ²		Plans without additional reimbursement on a percentage basis	
	Plans	Workers ³ (thousands)	Plans	Workers ³ (thousands)	Number	Workers ³ (thousands)	Plans	Workers ³ (thousands)
All plans providing full reimbursement up to a fixed amount....	450	913.7	453	387.1	21	141.7	17	126.1
Under \$50.....	2	56.0	2	56.0	1	1.0	1	1.0
\$50 and under \$75.....	4	11.5	4	11.5	1	3.0	1	3.0
\$75 and under \$100.....	8	87.6	7	86.0	4	42.9	3	41.3
\$100 and under \$125.....	14	69.3	14	69.3	4	16.2	4	16.2
\$125 and under \$150.....	4	12.5	4	12.5				
\$150 and under \$175.....	6	59.2	6	59.2	1	18.0	1	18.0
\$175 and under \$200.....	2	14.1	2	14.1	2	17.5	2	17.5
\$200 and under \$225.....	5	18.7	5	18.7	3	13.5	3	13.5
\$225 and under \$250.....	3	11.0	1	6.0	2	5.0		
\$250 and under \$275.....	2	18.2	2	18.2				
\$275 and over.....	9	555.6	6	35.6	3	24.6	2	15.6

¹ Based on a study of 300 health and insurance plans under collective bargaining, covering approximately 5 million workers. Of these, 243 and 240 provided hospital maternity benefits for women workers and dependent wives, respectively.

² Includes plans that provided additional reimbursement on a percentage basis.

³ See footnote 3, table 7.

⁴ Excludes 1 plan, covering 15,000 workers, that provided a lower maximum allowance for extra service during the first year than during succeeding years.

also excluded is 1 plan, covering 6,200 workers, that provided an amount equal to 10 times the hospital's daily charges for semiprivate room accommodations and 1 plan, covering 4,200 workers, that provided an allowance up to a fixed maximum plus an additional allowance for charges in excess of the extra service allowance and the other allowances provided under the plan.

NOTE: All coverage data relate to number of active workers (men and women) covered by the plans.

cases. One hundred and fifty plans—about two-thirds of the plans with a specific hospital maternity benefit²⁷—paid cash benefits during the full-benefit period. Service benefits were provided women workers and dependent wives by about one out of three plans. Under these plans, specified benefits were guaranteed rather than allowances provided toward the cost of the benefits. Generally, under plans providing hospital benefits for both women workers and dependent wives, the same type of benefit (cash or service) was provided each group.

Full daily room and board benefits were provided for periods ranging from 6 days to more than 121 days. Most frequently, women workers were covered for 14 days (47 plans), and dependent wives for 10 days (36 plans).²⁸ Full-benefit periods of 70 days or more were usually provided in plans with service room and board benefits. Usually

²⁷ Excludes the plans that provided a general lump-sum allowance for women workers and dependent wives.

²⁸ In addition to the plans specifying the duration of benefits, there were a large number of plans not directly limiting the duration of benefits. These plans indirectly accomplished much the same result by paying a flat amount for hospital care (i.e., for room, board, and hospital extra charges).

²⁹ Not included in these groups are plans that provided a flat amount for room, board, and extra services.

the full-benefit period was the same for women workers and dependent wives. (See table 7.)

A shorter full-benefit period was specified for maternity than for nonmaternity cases in 98 plans covering women workers and in 62 plans covering dependent wives.

The cash daily room and board allowance during the full-benefit period provided women workers and dependent wives ranged from less than \$7 to more than \$16. It averaged \$12.15 for women workers, and \$12.80 for dependent wives—an increase over the corresponding averages in late 1955 of about \$1 for workers and \$2.30 for dependents.

Allowances for hospital charges other than room and board were specifically provided women workers and dependent wives under 161 and 124 plans, respectively.²⁹ Usually the plans either paid up to a fixed amount or paid the full cost of specified services. The full cost of specified extra services was provided by more than half of the plans (86) covering women workers and by two-thirds of the plans (84) covering dependent wives.

Extras up to a fixed amount were paid under 62 plans covering workers and 21 covering de-

pendents. The basic amounts available under the plans ranged from under \$50 to over \$275 (table 8). In addition to the basic amount, a few plans paid a percentage of the charges after the fully reimbursable amount was exhausted.

A flat amount, to be applied toward the combined cost of all hospital charges (i.e., room, board, and extra services), was provided under 3 out of 10 plans (82) covering women workers and more than 2 out of 5 plans (116) covering dependent wives. While the amount available under these plans for each group ranged widely (from \$50 to over \$175), 7 out of 10 of the plans paid from \$75 to \$125.

A general lump-sum allowance, instead of separate allowances for hospital charges and for other medical services (e.g., obstetrician and anesthesiologist services), was provided for women workers by 30 plans and for dependent wives by 31 plans. This allowance, unlike the flat amount described in the preceding paragraph, could be used for any charges incurred in or out of the hospital. The amount payable varied from \$50 to \$275. However, slightly more than half of the plans provided women workers and dependent wives with a general lump-sum allowance of either \$100 or \$150.

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Division of Wages and Industrial Relations

Since the discovery of the miracle drugs such as the antibiotics, the cost of medicines has become an increasingly important part of the family's total expenditure for medical care. And, except for drugs administered in the hospital, medicines are rarely covered by health insurance.

The average spent for drugs by all families [included in the pilot survey of the Greater New York area] was \$18—representing one-quarter of their total expenses for medical and hospital care during a 3-month period including those covered by insurance. But drug costs represented two-fifths of all out-of-pocket expenditures reported by these families.

One-third of the money spent for drugs was for medicines and vitamins that the families purchased even though no doctor had recommended them.

More than half of the union members interviewed thought that the cost of prescriptions at drug stores was "much too high." To give perspective to the complaints about the costs of medical care, similar questions were asked about other cost-of-living items. They ranked the cost of prescriptions higher than any other item mentioned—with food prices a very close second. (In comparison, only one-third thought hospital charges and about one-fifth thought doctors' fees were "much too high" while two-fifths found repair charges for TV and automobiles and one-fifth found clothing prices "much too high.")

—From A Report on the Plans and Progress of the Foundation on Employee Health, Medical Care and Welfare, Inc., Including the Nationwide Survey of the Patterns of Family Medical Care Under Four Major Types of Negotiated Health Insurance Plans (New York, 1959).

The Basic Steel Companies and Steelworkers Agreement

EDITOR'S NOTE.—On January 5, 1960, the United Steelworkers of America and the Nation's 11 largest steel producers ended the labor dispute which had been in effect since July 15, 1959. The memorandum of agreement reached by the parties is reproduced below with the exception of the memorandum of understandings in connection with settlement and the text of the exhibits. The economic terms of the settlement are reported on p. 181 of this issue.

MEMORANDUM OF AGREEMENT, dated January 5, 1960, between the undersigned companies¹ (hereinafter referred to as the companies) and United Steelworkers of America, AFL-CIO (hereinafter referred to as the union).

The companies, respectively, agree with the union on the following terms and conditions as a basis for settlement of the pending dispute between the respective companies and the union, with respect to employees (hereinafter referred to as the employees) in the units of production and maintenance employees listed in Exhibit A.

1. Insurance: Effective January 1, 1960, the insurance program will be adjusted and improved as specified in the attached Exhibit B.

2. Pensions: Effective January 1, 1960, the pension program will be improved as specified in the attached Exhibit C.

3. Supplemental Unemployment Benefits: Effective January 1, 1960, the Supplemental Unemployment Benefit Plan and Agreement shall be improved as specified in Exhibit D.

4. Wages: Effective December 1, 1960, increase Job Class 1-2 rate by 7.0 cents per hour; increase all other job classes by 7.0 cents per hour and to reflect 0.2 cent per hour increase in increments between job classes. Out-of-line differentials shall be adjusted in accordance with practices under the prior agreements.

Effective October 1, 1961, increase Job Class 1-2 rate by 7.0 cents per hour; increase all other job classes by 7.0 cents per hour and to reflect 0.1 cent

per hour increase in increments between job classes. Out-of-line differentials shall be adjusted in accordance with practices under the prior agreements.

5. Cost-of-Living Adjustment: Amend provisions for cost-of-living adjustment in the prior basic labor agreement to read as follows:

"(a) The existing 17 cents per hour cost-of-living adjustment shall be continued in effect, subject to the following:

"(b) If the first published BLS Consumer Price Index for October 1960 is higher than 123.8 (herein called the base index), the cost-of-living adjustment which was in effect on December 31, 1959, shall be increased during the contract period from December 1, 1960, to September 30, 1961, by the amount indicated by application of the prior formula, i.e., 1.0 cent for each alternate 0.5 and 0.4 increase in the index over the base index, but not in excess of 3.0 cents, reduced by the amount of an insurance escalation credit calculated as follows:

"The average monthly net insurance cost [as determined in Exhibit B-1] per active employee covered for the full benefits of the program for the calendar quarter ending June 30, 1961, shall be compared with a base average month's net insurance cost of \$20.16, and an insurance escalation credit in cents per hour shall be determined on the basis of 0.1 cent for each full 18 cents of the difference between such average monthly net insurance costs.

"(c) If the first published BLS Consumer Price Index for August 1961 is higher than the base index, the cost-of-living adjustment which was in effect on December 31, 1959, shall be increased during the contract period from October 1, 1961, to June 30, 1962, by the amount indicated by application of the prior formula to the increase in the index over the base index, but not in excess of 6 cents, reduced by the amount of an insurance escalation credit calculated as follows:

"The average monthly net insurance cost [as determined in Exhibit B-1] per active

¹ Editor's Note: The companies were Allegheny Ludlum Steel Corp., Armco Steel Co., Bethlehem Steel Co., Colorado Fuel and Iron Corp., Great Lakes Steel Corp., Inland Steel Co., Jones & Laughlin Steel Corp., Republic Steel Corp., United States Steel Corp., Wheeling Steel Corp., and Youngstown Sheet and Tube Co.

employee covered for the full benefits of the program for the calendar quarter ending December 31, 1962, shall be compared with a base average monthly net insurance cost of \$20.16, and an insurance escalation credit in cents per hour shall be determined on the basis of 0.1 cent for each full 18 cents of the difference between such average monthly net insurance costs;

provided, however, that there shall be no reduction hereunder in the cost-of-living adjustment which shall have become effective on December 1, 1960.

"(d) Determination of the average monthly net insurance cost per active employee, as provided above, shall be determined on the basis of contracts with and quotations supplied by the insurance carriers and the experience under such contracts. If 30 days before the effective date of any cost-of-living adjustment, the actuaries designated by the parties shall be unable to agree on the amount of the average monthly net insurance cost per active employee, the disagreement shall be resolved by a third actuary selected by the actuaries designated by the parties.

"(e) In order for the insurance escalation credits to be uniform as among all companies, they shall be based for each company solely on the average monthly net insurance costs of United States Steel Corp. In the calculation of United States Steel Corp. costs, there shall be deducted an amount to reflect the prorata use, over the period of the insurance agreement, of any reserves and funds accrued under the prior contributory insurance programs (other than reserves accrued with respect to optional benefits and continued life) not applicable to the cost of benefits provided under such prior programs.

"(f) If the BLS Consumer Price Index for October 1960 or August 1961 shall not be available by the following December 1 or October 1, as the case may be, any change in the cost-of-living adjustment pursuant to such late reported index shall be made effective as of the pay period beginning on or after December 1 or October 1, which would have been applicable had the index not been published late.

"(g) If the BLS Consumer Price Index in its present form and calculated on the same basis shall be revised therefrom or discontinued, the parties shall attempt to adjust this clause, or if agreement

is not reached, the parties shall request the Bureau of Labor Statistics to provide an appropriate conversion or adjustment, which shall be applicable as of the appropriate adjustment date and thereafter."

6. Human Relations Research Committee: The parties shall establish a Human Relations Research Committee to plan and oversee studies and recommend solutions of mutual problems in the areas of:

(a) Guides for the determination of equitable wage and benefit adjustments.

(b) The job classification system.

(c) Wage incentives, including development of appropriate guides for determining fair incentive compensation.

(d) Seniority, including maximum practicable protection for long-service employees against layoffs and for recalls after layoffs.

(e) Medical care.

(f) Such other overall problems as the parties by mutual agreement may from time to time refer to such committee.

The Human Relations Research Committee shall be composed of an equal number of representatives designated by the parties (the number of which by agreement of the parties may be changed from time to time), and shall be under the cochairmanship of two persons of outstanding qualifications and objectivity, one each to be designated by the company and the union.

The Human Relations Research Committee shall be empowered to retain, by mutual agreement of the cochairmen thereof, qualified experts and services in the various fields of study for the purposes of consultation and advice.

Expense of the Human Relations Research Committee work shall be shared equally by the parties.

This committee shall replace the joint committees provided for under the prior basic labor agreement with respect to incentives and job classifications.

7. Seniority: The union may elect, at each company, to include the substance of the following provision in the basic agreements in substitution of comparable provisions of the prior agreements:

If an employee shall be absent because of layoff or physical disability, he shall continue to accumu-

late continuous service during such absence up to a maximum of 2 years, and he shall retain his accumulated continuous service for an additional period equal to (a) 3 years, or (b) the excess, if any, of his length of continuous service at commencement of such absence over 2 years, whichever is less; provided, however, that in order to avoid a break in service after an absence of 2 years, the employee must give the company annual written notice that he intends to return to employment when called, if the company at least 30 days prior thereto has mailed him a notice at the most recent address furnished by him to the company that he must file such notice. The continuous service of any person whose service was broken after August 3, 1958, due to absence on account of layoff or disability will be restored in accordance with the foregoing provision (except for notices), if he shall make written application therefor within 90 days after the date of this agreement. The parties will negotiate concerning a suitable procedure for such application. This provision is not intended to reduce the period of accumulation of service in the case of compensable disability under the prior labor agreements.

8. Local Working Conditions: The parties will retain the present clauses of their agreements dealing with local working conditions, with the following additions:

1. The settlement of a grievance prior to arbitration under the local working conditions provisions of the agreements shall not constitute a precedent in the settlement of grievances in other situations in this area.

2. Each party shall as a matter of policy encourage the prompt settlement of problems in this area by mutual agreement at the local level.

3. The parties shall establish a joint committee, headed by a neutral chairman to be selected by mutual agreement of the parties, to study the local working conditions provisions of the agreements and the application of such provisions and to make recommendations to the parties with respect thereto for such action as the parties may mutually agree upon. The report and recom-

mendations of the joint committee shall be presented for consideration by the parties no later than November 30, 1960.

9. Union Security: Add the following to the union security provisions of the prior basic labor agreements:

"In States in which the foregoing provisions may not lawfully be enforced, the following provisions, to the extent that they are lawful, shall apply:"

"Each employee who would be required to acquire or maintain membership in the union if the foregoing union security provisions could lawfully be enforced, and who fails voluntarily to acquire or maintain membership in the union, shall be required as a condition of employment, beginning on the 30th day following the beginning of such employment or the date of this agreement, whichever is later, to pay to the union each month a service charge as a contribution toward the administration of this agreement and the representation of such employees. The service charge for the first month shall be in an amount equal to the union's regular and usual initiation fee and monthly dues and any general and uniform assessment, and for each month thereafter in an amount equal to the regular and usual monthly dues and any general and uniform assessment."

10. New Agreements: The negotiating committees for the respective companies and for the union shall reconvene promptly for the purpose of embodying the changes required by this memorandum and any such other contract changes as may be negotiated by them in the formal agreements between the respective companies and the union. The negotiations between such committees shall be concluded on or before January 8, 1960.

11. Term of New Agreements: The new basic labor agreements shall expire at 11:59 p.m., June 30, 1962. The new pension, insurance and SUB agreements shall expire at 11:59 p.m., December 31, 1962, but shall be subject to renegotiation, with the right to strike, at the same time as the basic agreements.

¹ This provision shall not be applicable in Alabama.

Union Wage Scales of Local-Transit Operating Employees, 1959

UNION AVERAGE HOURLY WAGE SCALES of local-transit operating employees in cities of 100,000 or more population advanced 3.8 percent, or 8.4 cents, in the 12 months ending July 1, 1959, according to the 39th annual study of union scales in the local-transit industry by the U.S. Department of Labor's Bureau of Labor Statistics.¹

Ninety-seven percent of the transit workers included in the study had their wage rates adjusted upward during the year. Raises varied from 5 to 10 cents an hour for three-eighths of the workers and from 10 to 12 cents for approximately the same proportion.² Scale advances of 12 cents or more an hour affected slightly more than an eighth of the operators.

Union hourly scales on July 1, 1959, averaged \$2.29 for all local-transit equipment operators.³ Hourly rates of \$2.20 to \$2.45 were in effect for nearly three-fifths of the operating employees. Rates of \$2.50 or more were negotiated for a sixth of the workers.

Straight-time workweek schedules were stipulated in labor-management agreements covering 94 percent of the transit employees included in the study. Such schedules, which ranged from 40 to 54 hours a week, averaged 40.6 hours. The most common straight-time workweek consisted of 40 hours; five of every six operators had such workweeks.

Scale Increases

Revisions in union hourly scales of local-transit operators result primarily from labor-management negotiations. Of the contracts in effect on July 1, 1959, in the 52 cities studied, 5 of every 6 were negotiated for 2 or more years; they generally provided for one or more interim wage increases or for adjustment for cost-of-living changes. However, only those scale changes that actually became effective between July 1, 1958, and July 1, 1959, were included in the current study. Some of the rate adjustments were provided for in contracts negotiated prior to July 1, 1958. Deferred increases scheduled to take effect subsequent to July 1, 1959, were excluded from the survey. Thus, the scale

changes presented in this report do not reflect the total wage advances negotiated in individual agreements during the survey year.

The 3.8-percent rise in union wages for local-transit operating employees between July 1, 1958, and July 1, 1959, advanced the Bureau's index (1947-49=100) of union hourly wage rates for those workers to 167.3 (table 1). The rate of advance was smaller than that registered in the two preceding 12-month periods and approximately the same as the gain recorded during the year ending July 1, 1956.

The increase reflected scale advances of 4.4 percent for motormen and conductors of 2-man cars, 4.0 percent for elevated and subway operators, and 3.8 percent for 1-man car and bus operators. On a cents-per-hour basis, the increase in average scales amounted to 9.5, 9.2, and 8.3 cents, respectively.

Pay scales were adjusted upward during the 12-month period for 96 percent of the operators of 1-man cars and buses and for all operators on 2-man cars and on elevated and subway equipment. Hourly scale advances ranged from 2 to

¹ Union scales are defined as the minimum wage scales or maximum schedules of hours agreed upon through collective bargaining between unions and employers. Rates in excess of the negotiated minimum, which may be paid for special qualifications or other reasons, are not included.

The information presented in this report was based on union scales in effect on July 1, 1959, and covered approximately 65,000 local-transit operating employees in 52 cities with populations of 100,000 or more. Trackmen and maintenance workers were excluded from the study. Operating employees of municipally owned transit systems were included if unions acted as the bargaining agents. Data were obtained primarily from local union officials by mail questionnaire; in some instances, Bureau representatives visited local union officials to obtain the desired information.

The current survey was designed to reflect union wage scales of local-transit operating employees in all cities of 100,000 or more population. All cities with 500,000 or more population were included, as were most cities in population group of 250,000-500,000. The cities in the 100,000-250,000 group selected for study were distributed widely throughout the United States. The data for some of the cities included in the study were weighted in order to compensate for cities which were not surveyed. To provide appropriate representation in the combination of data, each geographic region and population group was considered separately when city weights were assigned.

Mimeographed listings of union scales are available for each city included in the survey. Detailed summary information will be included in the forthcoming BLS Bull. 1268.

² For ease of reading in this and subsequent discussions of tabulations, the limits of the class intervals are designated as 3 to 5 percent, 6 to 9 cents, etc., instead of using the more precise terminology, 3 and under 5 percent, 6 and under 9 cents, etc.

³ Average hourly scales, designed to show current levels, were based on all scales reported in effect on July 1, 1959. Individual scales were weighted by the number of union members at each rate. These averages are not designed for precise year-to-year comparisons because of fluctuations in membership and in the classifications studied. Average cents-per-hour and percent changes from July 1, 1958, to July 1, 1959, were, however, based on comparable quotations for the various classifications in both periods, weighted by the membership reported for the current (1959) survey. The index series, designed for trend purposes, was similarly constructed.

Data from the 1958 survey appeared in the Monthly Labor Review, February 1959, pp. 166-168, and in BLS Bull. 1244.

19 cents for operators of 1-man cars and buses. Raises of 10 cents were recorded for a fourth of these workers, of 5 to 7 cents for a slightly larger proportion, of 7 to 10 cents for a tenth, and of 11 or more cents for about a fourth. For operators of 2-man cars, the increases amounted to 10 cents for three-fourths of the workers and to 6½ cents for a sixth. On elevated and subway systems, scales rose 10 cents for about two-thirds of the workers, and 6½ cents for nearly three-tenths.

Percentage increases in scales represented gains of 5 to 6 percent for three-tenths of 1-man car and bus operators, of 4 to 5 percent for a sixth, of 3 to 4 percent for a fourth, and of less than 3 percent for another sixth. The advance ranged from 5 to 6 percent for five-sixths of the 2-man car operators, and for slightly less than half of those on elevated and subway systems. A fourth of the operating employees on the latter type of transit equipment realized gains of 4 to 5 percent and another fourth showed gains of 3 to 4 percent.

Current Wage Scales

Negotiated pay scales for local-transit operators generally provided for length-of-service differentials—an entrance rate, one or more intermediate rates, and a maximum or top rate.⁴ Although the time intervals between rate steps varied among the 52 cities covered, 3 or 6 months of employment was the typical period during which the entrance rate applied. Length of service was not a factor in San Francisco and Scranton, where only single rates were specified.

Entrance or starting rates for operators of 1-man cars or buses in the cities studied varied from a low of \$1.55 an hour in Charlotte, N.C., Knoxville, Tenn., and Oklahoma City, Okla., to a high of \$2.51 in San Francisco, Calif. Charlotte and Knoxville also had the lowest top rates (\$1.65) for these operators; the highest was \$2.62 for multi-unit car operators in Boston. Entrance rates of \$2 or more were in effect in three of every five cities studied. Top rates ranged from \$2 to \$2.25 in about two of every five cities and exceeded \$2.25 in one of every three cities.

Union hourly scales for local-transit operating employees in cities of 100,000 or more population

⁴ This so-called top rate actually becomes the employee's basic scale after a specified period of employment with the company. It is not a maximum rate in the sense that the company may not pay more.

TABLE 1. INDEX OF UNION HOURLY WAGE RATES OF LOCAL-TRANSIT OPERATING EMPLOYEES, 1929-59
[1947-49=100]

Date	Index	Date	Index
1929: May 15.....	52.4	1945: July 1.....	69.9
1930: May 15.....	52.9	1946: July 1.....	81.9
1931: May 15.....	52.9	1947: Oct. 1.....	92.4
1932: May 15.....	51.9	1948: Oct. 1.....	101.7
1933: May 15.....	(1)	1949: Oct. 1.....	105.9
1934: May 15.....	50.4	1950: Oct. 1.....	110.9
1935: May 15.....	52.3	1951: Oct. 1.....	118.2
1936: May 15.....	52.7	1952: Oct. 1.....	127.0
1937: May 15.....	55.2	1953: July 1.....	129.9
1938: June 1.....	56.8	1954: July 1.....	136.4
1939: June 1.....	57.2	1955: July 1.....	140.4
1940: June 1.....	57.9	1956: July 1.....	145.9
1941: June 1.....	60.0	1957: July 1.....	152.1
1942: July 1.....	64.4	1958: July 1.....	161.2
1943: July 1.....	68.6	1959: July 1.....	167.3
1944: July 1.....	60.1		

¹ Information not available.

averaged \$2.29 as of July 1, 1959. Operators of 1-man cars and buses, who accounted for almost nine-tenths of the workers covered by the survey, averaged \$2.28 an hour. Elevated and subway operators, who constituted a tenth of the transit workers, averaged \$2.38 an hour, while motormen and conductors on 2-man cars had scales averaging \$2.26 an hour.

Three-fifths of the 1-man car and bus operators were covered by labor-management agreements specifying scales of \$2.20 to \$2.50 an hour; a sixth had rates of \$2.50 or more, and only 5 percent had negotiated scales of less than \$1.85 an hour. All but a sixth of the motormen and conductors on 2-man cars had hourly scales ranging from \$2.10 to \$2.25. A fifth of the elevated and subway operators were grouped at each of two rate intervals—\$2.25 to \$2.30 and \$2.35 to \$2.40. Almost another fifth had rate scales of \$2.60 or over.

City and Regional Rate Differences

City and regional averages, designed to show current rate levels, are affected not only by the variation in the levels of scales among the individual cities, but also by variations in the proportions of union members at each of the graduated scales within cities. These differences are reflected in the weighting of individual rates by the number of workers employed. Therefore, even though all rates in two areas may be identical, the averages for the areas may differ.

Average hourly scales of all operators varied among the cities studied from \$1.64 in Charlotte to \$2.50 in Chicago. Scales averaged less than \$1.75 in 4 cities, \$1.75 to \$2 in 9 cities, \$2 to \$2.25

TABLE 2. AVERAGE UNION HOURLY WAGE RATES OF LOCAL-TRANSIT OPERATING EMPLOYEES BY REGION,¹ JULY 1, 1959

Region ¹	Average rate per hour			
	All workers	Operators of 1-man cars and buses	Motormen and conductors of 2-man cars	Elevated and subway operators
United States.....	\$2.29	\$2.28	\$2.26	\$2.38
New England.....	\$2.29	\$2.27		\$2.40
Middle Atlantic.....	2.32	2.30	\$2.13	2.37
Border States.....	2.23	2.23		
Southeast.....	1.82	1.82		
Great Lakes.....	2.38	2.38		2.40
Middle West.....	2.25	2.25		
Southwest.....	2.00	1.97	2.23	
Mountain.....	1.97	1.97		
Pacific.....	2.34	2.34	2.38	

¹ The regions used in this study include: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; *Middle West*—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; *Southwest*—Arkansas, Louisiana, Oklahoma, and Texas; *Mountain*—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming; and *Pacific*—California, Nevada, Oregon, and Washington.

in 19 cities, and \$2.25 or more in 20 cities. Except for Philadelphia, Cincinnati, and Houston, all cities with a half million or more population had averages in excess of \$2.25 an hour.

Increased pay scales were reported for all but 4 of the 52 cities included in the study. Increases in hourly rates ranged from 2 cents for some of the 1-man car and bus operators in Los Angeles to 19 cents for some bus operators in New York City. The most frequent raises were 5 and 10 cents; each of these amounts was reported in approximately a sixth of the cities in which scales were revised. Hourly advances ranged from 6 to 10 cents in about a third of the cities and exceeded 10 cents for at least some of the transit operators in 10 of the cities studied.

When the cities are grouped by population size, average hourly scales varied by size of city. The average scale for all cities with a million or more population was \$2.38, 1 cent higher than the average for the group with 500,000 to 1,000,000 population. Cities in the 250,000–500,000 population group averaged \$2.15 and those in the smallest size group studied (100,000–250,000 population) averaged \$1.99 an hour.

² The prevalence of negotiated health, insurance, and pension programs for local-transit operating employees was first studied in July 1954. Information for those plans was restricted to those financed entirely or in part by the employer. Plans financed by workers through union dues or assessments were excluded from the study. No attempt was made to secure information on the kind and extent of benefits provided or on the expenditures for such benefits.

Within each population group, average hourly scales for the individual cities showed considerable variation. The spread between the highest and lowest city averages was greatest (56 cents) for the smallest city size group and the narrowest (28 cents) for the largest city size group.

There was an overlapping of average scales among cities in the various population groups. For example, the \$2.42 average for Seattle, Wash., in the 250,000–500,000 population group, was exceeded by only four cities with populations of 500,000 or more.

On a regional basis, scales for local-transit operating employees averaged highest (\$2.38) in the Great Lakes region and lowest (\$1.82) in the Southeast. Two other regions—Middle Atlantic (\$2.32) and Pacific (\$2.34)—also had scales averaging in excess of the \$2.29 national level which was equaled by New England (table 2).

Related Wage Practices

Standard Workweek. Straight-time weekly work schedules were reported for local-transit operators in 45 of the 52 cities studied. Such weekly schedules were applicable to 94 percent of the transit employees covered by the survey and averaged 40.6 hours on July 1, 1959, as compared to 40.7 on July 1, 1958. Reductions in straight-time weekly hours were indicated for four cities.

Typically, the standard workweek continued to be 40 hours as in the previous year. This schedule, which was in effect in about two-thirds of the cities studied, was applicable to all of the operating employees on elevated and subway systems and on 2-man cars, and to five-sixths of those on 1-man cars and buses. Workweeks of 44 and 48 hours were each in effect for slightly more than 3 percent of the 1-man car and bus operators.

Insurance and Pension Plans. Provisions for one or more health, insurance, or pension benefits were incorporated in labor-management contracts covering slightly more than nine-tenths of the local-transit operators.² Plans providing health and insurance protection financed jointly by employees and employers covered slightly more than seven-tenths of the operators of local-transit equipment and similarly-financed pension plans were contained in contracts covering about six-tenths of the workers.

—THOMAS C. MOBLEY
Division of Wages and Industrial Relations

Wage Chronology No. 22: Pacific Gas & Electric Co.¹

Supplement No. 2—1953-59

WAGE PROVISIONS of the 1952 agreement between the International Brotherhood of Electrical Workers (IBEW) and the Pacific Gas & Electric Co. were amended five times in subsequent years—in 1953, 1954, 1956, 1957, and 1959. During this period, health, welfare, and pension benefits were also increased, and in 1959, a savings fund plan was put into effect.

Each amendment provided for a general wage increase and, except in 1957, for further job classification or inequity adjustments. In addition, the amendment adopted on August 31, 1954, increased the maximum accumulation of paid sick leave. The one dated July 1, 1956, provided for supplemental benefits for temporary disability

caused by industrial accidents and extended the contract to clerks in offices of electric department foremen. The 1957 amendment improved pay for work on holidays and, beginning in 1958, liberalized vacation benefits; it also provided for a general wage increase on July 1, 1958, as well as in 1957. The settlement reached in August 1959, but retroactive to July 1 of that year, not only provided for a general wage increase but also increased shift premiums.² The amended contract covering wages continues in effect until June 30, 1960, and from year to year thereafter unless written notice of termination is given 60 days earlier. (The pension plan continues until January 1, 1964.)

The following tables bring the chronology up to date through June 30, 1960.

¹ See Monthly Labor Review, May 1952 (pp. 534-544), August 1953 (pp. 848-850), or Wage Chronology Series 4, No. 22.

² Expense allowances for general construction workers were also liberalized. Supplementary benefits for these workers where different from those for other workers covered by the contract are not included in this chronology.

A—General Wage Changes

Effective date	Provision	Applications, exceptions, and other related matters
Sept. 3, 1953 (agreement dated Sept. 1, 1952, amended Sept. 1, 1953).	3.5 percent increase, averaging \$2.80 a week or 7 cents an hour.	Additional increases in some job classifications and starting rates, reclassification of some jobs, and changes in progression schedules. ¹
Sept. 4, 1954 (agreement dated Sept. 1, 1952, amended Sept. 1, 1954).	2.5 percent increase, averaging \$2.08 a week or 5.2 cents an hour.	Additional increases of 3 and 4 cents an hour (\$1.20 and \$1.60 a week) for employees at rates ranging from \$85 through \$92.80 a week, and \$92.85 and over, respectively; area and classification adjustments; changes in progression schedules; and increases in starting rates. ²
July 1, 1956 (agreement dated Sept. 1, 1952, amended July 1, 1956).	7.5 percent (minimum of \$6.40 a week or 16 cents an hour) increase, averaging \$6.44 a week or 16.1 cents an hour.	Additional increases of 4 and 5 cents an hour (\$1.60 and \$2.00 a week) for employees at rates ranging from \$88.35 to \$96.75 a week, and \$96.80 and over, respectively; further adjustments resulting from transfer of station from one rate schedule to another and from consolidation of divisions into rate schedules for 3-shift substations. ³
July 1, 1957 (agreement dated Sept. 1, 1952, amended July 1, 1957).	5.5 percent increase, averaging \$5.16 a week or 12.9 cents an hour.	In addition: Some changes in progression schedules. Deferred wage increase of 5 percent, effective July 1, 1958.
July 1, 1958 (by July 1, 1957, amended agreement).	5 percent increase, averaging \$4.92 a week or 12.3 cents an hour.	
July 1, 1959 (agreement dated Sept. 1, 1952, amended July 1, 1959).	5.5 percent increase, averaging \$5.76 a week or 14.4 cents an hour.	Additional classification adjustments. ⁴

¹ These changes amounted to 0.39 cent an hour averaged over all workers in the bargaining unit.

² These changes amounted to 1.52 cents an hour averaged over all workers in the bargaining unit.

³ These changes amounted to 2.01 cents an hour averaged over all workers in the bargaining unit.

⁴ These changes amounted to 37 cents an hour averaged over all workers in the bargaining unit.

B—Weekly Rates for Selected Occupations at Specified Dates, 1953–59

Department and job title	Effective date, minimum and maximum rates, ¹ and progression schedule ²											
	Sept. 1, 1953		Sept. 1, 1954		July 1, 1956 ³		July 1, 1957		July 1, 1958		July 1, 1959	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
OPERATION, MAINTENANCE, AND CONSTRUCTION												
Cable splicers		\$98.70		\$102.80		\$112.55		\$118.75		\$124.70		\$131.60
Cable splicers, apprentice	\$75.25	^{1a} 93.70	\$77.15	97.65	\$83.55	107.00	\$88.15	112.90	\$92.60	118.55	\$97.70	125.10
Carpenters, finish	55.00	² 89.65	58.35	93.10	96.60	101.70	101.95	107.30	107.05	112.70	116.90	122.10
Clerks, field (water department)	67.85	³ 88.85	73.85	92.30	82.25	100.85	86.80	106.40	91.15	111.75	96.20	117.90
Electricians		92.85		96.80		106.10		111.95		117.55		124.05
Electricians, apprentice; linemen, apprentice	75.25	² 87.95	77.15	91.35	83.55	99.80	88.15	105.30	92.60	110.60	97.70	116.70
Electrical technicians	95.20	^{2a} 97.85	99.20	101.90	108.65	^{2a} 114.45	114.65	120.75	120.40	126.80	130.40	133.80
Firemen, gas plants; gas makers		82.15		84.20		90.60		95.60		100.40		105.95
Fitters		85.00		88.35		96.60		101.95		107.05		112.95
Fitters, apprentice	75.25	^{2a} 82.15	77.15	84.20	83.55	90.60	88.15	95.60	92.60	100.40	97.70	105.95
Fitters, pipe (water department)		83.25		85.35		91.75		96.80		101.65		107.25
Groundmen; helpers	69.75	² 73.90	71.50	75.75	77.00	82.15	82.20	86.70	86.35	91.05	91.10	96.10
Laborers		68.40		70.15		76.55		80.80		84.85		89.55
Linemen; metermen, senior (electric department)		92.85		96.80		106.10		111.95		117.55		124.05
Machinists		90.80		94.30		103.00		108.70		109.00		120.45
Machinists, apprentice	75.25	² 87.95	77.15	91.35	83.55	99.80	88.15	105.30	92.60	110.60	97.70	116.70
Maintenance men, street light	76.60	² 79.30	78.55	81.30	84.95	87.70	89.65	92.55	94.15	97.20	99.35	102.55
Mechanics (power and gas plants, electric maintenance department)		85.00		88.35		96.60		101.95		107.05		112.95
Mechanics (gas street or service department)		89.65		93.10		101.70		107.30		112.70		118.90
Mechanics, service (gas service department)		^{2a} 89.65		93.10		101.70		107.30		112.70		118.90
Metermen (electric department)		85.00		88.35		96.60		101.95		107.05		112.95
Metermen, apprentice (electric department)	75.25	^{2a} 82.15	77.15	84.20	83.55	90.60	88.15	95.60	92.60	100.40	97.70	105.95
Operators, auxiliary (power plants)	80.90	² 83.80	82.95	85.90	89.35	92.35	94.30	97.45	99.05	102.35	104.80	108.00
Operators, elevator (general office)	63.70	² 69.20	65.30	70.95	71.70	77.35	75.65	81.60	79.45	85.70		dropped
Operators, first:												
East Bay Division:												
Station C and Newark		94.30		98.30		³ 111.15		³ 117.30		³ 123.20		³ 130.00
Station G		90.80		94.30		103.00						
Contra Costa and 8 other stations		80.65		93.10		103.00–106.10						
5 other stations		87.95		91.35		93.35–103.00						
North Bay Division:												
Cordelia, Fulton, Mendocino, Ignacio		87.95		91.35		103.00						
Petaluma, Santa Rosa		dropped										
San Francisco Division:												
Station A		94.30		98.30		dropped						
Other stations:												
Group 1		90.80		94.30		² 93.35–106.10						
Group 2		89.65		93.10		² 93.35–103.00						
Group 3		87.95		91.35		³ 93.35–98.35						
Group 4		dropped										
San Jose Division:												
Station B		89.65		93.10		103.00						
San Mateo		89.65		93.10		106.10						
Station A		87.95		91.35		98.35						
Davenport		81.00		83.05		93.35						
Steam plants: ⁴												
Sacramento, Station B		90.80		94.30								
Humboldt, Donbass III	90.80	² 94.30	94.30	98.30								
Humboldt, Station B	94.30	² 99.55	98.30	103.65								
Power plants: ⁵												
Hunters Point						103.00		108.70		114.15		dropped
Oakland						107.70		113.65		119.35		125.95
Potrero						107.70		113.65		119.35		125.95
Three-shift hydro plants and three-shift substations: ¹⁰												
Schedule I		89.65		93.10		106.10		111.95		117.55		124.05
Schedule II		87.95		91.35		103.05		108.70		114.15		120.45
Schedule III		83.80		85.90		98.35		103.60		109.40		115.00
Schedule IV		80.95		83.00		93.35		98.50		103.45		109.15
Operators, first assistant: ¹¹												
East Bay and San Francisco Divisions		91.40		94.90								
Newark substation						107.50		113.45		119.15		125.70
Potrero powerplant						103.65		109.35		114.85		121.20
Patrolmen (electric department)	\$74.95	¹² \$91.95	\$76.85	\$95.45	\$83.25	\$104.25	^{2a} \$88.15	^{2a} \$95.60	\$92.60	\$100.40	\$97.70	\$105.95
Repairmen, appliance	76.60	^{2a} 85.00	78.55	88.35	84.95	96.60	89.65	101.95	94.15	107.05	99.35	112.95
Repairmen, boiler (low pressure steam plants) ¹³		² 86.70		90.10		98.50		103.95		109.15		115.15
Repairmen, meter (gas department)		^{2a} 85.00		88.35		96.60		101.95		107.05		112.95

See footnotes at end of table.

B—Weekly Rates for Selected Occupations at Specified Dates, 1953–59—Continued

Department and job title	Effective date, minimum and maximum rates, ¹ and progression schedule ²											
	Sept. 1, 1953		Sept. 1, 1954		July 1, 1956 ³		July 1, 1957		July 1, 1958		July 1, 1959	
	Mini- mum	Maximum	Mini- mum	Maximum	Mini- mum	Maximum	Mini- mum	Maximum	Mini- mum	Maximum	Mini- mum	Maximum
OPERATION, MAINTENANCE, AND CONSTRUCTION—Continued												
Servicemen (gas department).....		\$87.95		\$91.35		\$96.80		\$105.30		\$110.60		\$116.70
Servicemen, water.....		^{2a} 85.00		88.35		96.60		101.95		107.05		112.95
Servicemen, electric, senior (San Joaquin Division).....		95.55		99.55		109.05		115.05		120.80		127.45
Tenders, turbine.....	\$86.70	^{2b} 89.65	\$90.10	93.10	\$98.50	101.70	^{2c} 103.95	107.30	\$109.15	112.70	\$115.15	118.90
Testers, pump, junior.....	72.45	^{2d} 80.30	76.15	^{2e} 82.35	82.55	88.75	87.10	93.65	91.50	98.35	96.55	103.80
Troublemakers.....		95.45		99.45		109.05		115.05		120.80		127.45
Welders (gas plants and shops).....		^{2f} 89.65		93.10		101.70		107.30		112.70		118.90
Welders, certified.....		90.80		94.30		103.00		108.70		114.15		120.45
DEPARTMENT OF PIPE LINE OPERATIONS⁴												
Electricians.....		92.85		96.80		106.10		111.95		117.55		124.05
Engineers, compressor.....	85.45	^{2g} 93.70	88.80	97.65	97.10	107.00	107.05	^{2h} 112.90	112.40	118.55	118.60	125.10
Inspectors, meter.....		²ⁱ 90.80		94.30		103.00		108.70		114.15		120.45
Inspectors, meter, apprentice.....	75.25	^{2j} 85.00	77.15	88.35	83.55	96.60	88.15	101.95	92.60	107.05	97.70	112.95
Janitors.....	69.75	^{2k} 71.10	71.50	72.90	77.90	79.30	82.20	83.70	86.35	87.90	91.10	92.75
Maintenance men.....	79.30	^{2l} 85.00	81.30	88.35	87.70	96.60	92.55	101.95	97.20	107.05	102.55	112.95
Mechanics-welders.....		89.65		93.10		101.70		107.30		112.70		118.90
Repairmen, line.....	75.25	^{2m} 79.30	77.15	81.30	83.55	87.70	88.15	92.55	92.60	97.20	97.70	118.90
Repairmen, plant (A).....		Dropped										

¹ Where only the maximum rate is shown, a single job rate was in effect. In the case of first operators, the range of rates in the column for July 1, 1956, does not indicate minimum and maximum rates but rather the fact that some stations were transferred to one rate schedule and others to a different schedule.

² Progression from the minimum to the maximum job rate follows the schedule listed below. The length of the progression schedule is indicated by a footnote in the maximum rate column for 1953 except where it was changed during the period covered by this table; in such cases, the appropriate footnotes are shown both for 1953 and for the date on which a change in the progression schedule became effective.

(c) 1 year, 2 years.
(d) 6 months, 1 year, 18 months, 2 years.

(e) 1 year.

(f) 6 months, 1 year.

(g) 6 months, 1 year, 18 months.

(h) 6 months.

(i) 6 months, 1 year, 18 months, 2 years, 30 months.

(k) 6 months, 1 year, 18 months, 2 years, 30 months, 3 years.

(m) 6 months, 1 year, 18 months, 2 years, 30 months, 42 months.

³ Effective 1956, for the occupation "first operator," all division stations except Newark were classified as 3-shift substations, and in all cases, only one rate was paid first operators in each station; a range of rates indicates that some stations in a group were transferred to one schedule and others to a different schedule. The new classification of stations is shown in footnote 10.

⁴ Reclassified as carpenters (gas plants, water department, and stores division) with single rate.

⁵ Range, nonprogression schedule.

⁶ Applies to Newark only; station C discontinued.

⁷ One station discontinued.

⁸ Two stations discontinued.

⁹ Effective 1956, steam plant classifications were discontinued and powerplants were substituted.

¹⁰ Schedules were applicable in 1956 to various localities as follows:

Schedule I: Big Bend, Caribou, Drum, Electra, Pitt Nos. 1, 3, and 5, Stanislaus, Tiger Creek, Brighton, Cottonwood, Marysville, Midway, Moraga, Panoche, Solinas, San Mateo, Stockton—Station A, San Francisco—Station B, Vaca Dixon. Included Balch in 1959.

Schedule II: Balch, Bucks Creek, Coleman, Cresta, De Sable, El Dorado, Kerckhoff, Melones, Pitt No. 4, Rock Creek, Salt Springs, Spaulding, Wise, Wishon, Bellota, Chico, Contra Costa, Cordella, Davis, Fulton, Herndon, Humboldt, Ignacio, Kern Oil, Mendocino, Mission, Pittsburg, Sanger, San Luis Obispo, Santa Cruz, South Tower, Wilson, East Bay—Stations D, F, G, J, L, and X, San Francisco—Stations C, E, H, I, and J, San Jose—Station B. Not applicable in 1959 to Balch, Coleman, Pitt No. 4, Wise, Wishon, South Tower.

Schedule III: American River, Centerville, Inskip, San Joaquin, Volta, California Avenue, Corcoran, Tesla, East Bay—Station K, San Francisco—Stations F, K, and W, San Joaquin—Station O, San Jose—Station A. Not applicable in 1959 to Centerville, Inskip, San Joaquin, Volta, California Avenue, Corcoran, San Francisco—Station F, San Jose—Station A.

Schedule IV: Angels, Kilare, Lime Saddle, Davenport, Merced, East Bay—Stations I and Y, San Francisco—Stations B, Q, and E. Not applicable in 1959 to Angels, Kilare, Lime Saddle, Merced, East Bay—Station I, San Francisco—Station Q.

¹¹ Effective 1956, first assistant operator classification was in effect only for the Newark substation and Potrero powerplant.

¹² Spread rate paid at a particular location based on a percentage of time on work in various classifications but not less than \$2.50 a week above minimum after 1 year's continuous service. The maximum rate was paid if 50 percent of time was spent on higher classification work.

¹³ Effective July 1, 1956, reclassified as powerplant job.

¹⁴ Stations A, C, and Olenum; effective July 1, 1956, Potrero, Oakland, and Olenum powerplants; effective July 1, 1957, Potrero and Oakland; rates at Olenum were \$101.95–\$103.95 on July 1, 1957, \$107.05–\$109.15 on July 1, 1958, and \$112.95–\$115.15 on July 1, 1959.

¹⁵ Effective 1954, changed from Gas Supply and Control Department.

C—Related Wage Practices

Effective date	Provision	Applications, exceptions, and other related matters
Shift Premium Pay		
July 1, 1959 (agreement dated Sept. 1, 1952, amended July 1, 1959).	Increased to 8 cents an hour for second shift; 12 cents for third shift.	

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Overtime Pay</i>		
Sept. 1, 1953 (agreement dated Sept. 1, 1952, amended July 1, 1953).	-----	Added: Employee entitled to 6-hour rest period after 8 hours' work at overtime rate during 16-hour period immediately prior to regular work hours. Straight-time pay for hours in which rest period overlaps employee's next regular work period, but no pay between expiration of rest period and time employee reports to work.
Sept. 1, 1954 (agreement dated Sept. 1, 1952, amended Sept. 1, 1954).	-----	Added: (1) Travel and mealtime included as hours worked at overtime rates if employee works 8 hours or more during 16-hour period preceding beginning of regular hours of work, but counted as part of 6-hour rest period if it occurred after employee was dismissed from work; mealtime occurring during overlap between rest period and next regular scheduled work day paid at overtime. (2) Hours worked prior to 6-hour rest period not to be included in computing another period of overtime work. (3) If employee is called back to work during rest period, a new rest period will begin at end of such work. (4) Overtime rate to be paid for work during regular hours without 6-hour rest period.
<i>Holiday pay</i>		
Sept. 1, 1954 (agreement dated Sept. 1, 1952, amended Sept. 1, 1954).	-----	Veterans Day substituted for former option of Armistice or Admission Day. Eliminated: Paid holiday benefits for casual weekly employees; time and one-half pay continued for holiday work by such workers.
July 1, 1957 (agreement dated Sept. 1, 1952, amended July 23, 1957).	Changed: Time and one-half plus holiday pay for work on regularly scheduled workday.	
<i>Paid Vacations</i>		
Jan. 1, 1957 (agreement dated Sept. 1, 1952, amended July 1, 1956).	Added: 20 days' vacation with pay after 25 years' service.	
Jan. 1, 1958 (agreement dated Sept. 1, 1952, amended July 23, 1957).	Eligibility for 15 days' vacation with pay reduced to 10 years' service.	
<i>Paid Sick Leave</i>		
Jan. 1, 1955 (agreement dated Sept. 1, 1952, amended Sept. 1, 1954).	Revised to: All unused sick leave for preceding 8 years in addition to annual allowance.	Extended to all regular employees regardless of length of service.
Oct. 1, 1956 (agreement dated Sept. 1, 1952, amended July 23, 1957).	Eliminated: Paid sick leave benefits during waiting period for workmen's compensation and temporary disability insurance benefits.	

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Travel Pay</i>		
July 1, 1956 (agreement dated Sept. 1, 1952, amended July 1, 1956).	Eliminated: For employees returning home for temporary assignments on nonworkdays, company option of reimbursing for round trip by public carrier and limit of 1 hour each way on pay for travel time.	
<i>Vehicle Mileage Allowance</i>		
July 1, 1956 (agreement dated Sept. 1, 1952, amended July 1, 1956).	Added: Any employee authorized by company to use personal vehicle in connection with duties entitled to vehicle mileage allowance at rates established by company.	
<i>Supplemental Industrial Injury Benefits</i>		
Oct. 1, 1956 (agreement dated Sept. 1, 1952, amended July 1, 1956).	Added: Plan to supplement State workmen's compensation, temporary disability insurance, and voluntary wage-benefit plans. <i>Size of daily benefit:</i> An amount which, added to State workmen's compensation and temporary disability benefits plus any benefits from voluntary wage-benefit plan, equalled 85 percent of employee's basic weekly wage rate divided by 5.	Benefits to begin with first workday of absence immediately following day of work injury. Supplemental benefits paid during first week of disability to be credited against any retroactive State compensation. Benefits to be subtracted from any permanent disability settlement.
July 1, 1957 (agreement dated Sept. 1, 1952, amended July 23, 1957).	-----	Added: During disability, employee could be given temporary light duty and paid at rate of his regular classification.
<i>Voluntary Wage-Benefit Plan</i>		
Jan. 1, 1954-----	Increased: Hospital benefits—\$10 a day for 21 days.	(See next section for additional hospital benefits.)
Jan. 1, 1958-----	Increased: Hospital benefits—\$12 a day.	Changed: Participating employees to contribute 1 percent of first \$3,400 of annual salary in lieu of 1 percent State payroll tax.
<i>Sickness, Accident, Hospitalization, and Death Benefits</i>		
July 1, 1955-----	Increased: Group life insurance as follows: <i>Death benefits</i> —\$4,000 to \$50,000, depending on monthly earnings. <i>Disability</i> —Face value of insurance up to maximum of \$20,000 minus \$500. <i>Dependents' benefits</i> —Dependent to receive any life insurance in excess of \$20,000 allowed disabled employee, as well as \$500 plus unpaid monthly installments.	Employee contribution continued at rate of 50 cents a month for \$1,000 of coverage. Benefits continued to be paid in monthly installments.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Sickness, Accident, Hospitalization, and Death Benefits—Continued</i>		
Jan. 1, 1957-----	Increased: <i>Hospitalization</i> —Employees, up to \$12 a day. Added: <i>Major medical expense benefits</i> , providing 75 percent of "overall medical expenses" in excess of (1) \$100, (2) basic benefits under hospital plan, and (3) hospital benefits under voluntary wage-benefit plan. Lifetime maximum of \$5,000.	For first 21 days, \$2 hospital benefit to be paid from hospitalization plan and \$10 from voluntary wage-benefit plan. For the remaining 159 days, entire \$12 to be paid from hospitalization plan. Employee contribution changed to \$7.30 a month for employee and 1 dependent and \$10.95 a month for employee and 2 or more dependents. Added: Hospital plan for retirees and dependents, who elected to continue monthly contributions, on the same basis as when employed. Employee or dependent could apply for new maximum after \$1,000 of benefits had been paid by submitting evidence of insurability.
Jan. 1, 1958-----		With increase in hospital benefits under voluntary wage-benefit plan to \$12 a day, total hospital benefits became \$14 a day for first 21 days.
July 1, 1959-----		Paid life insurance for retired employees increased to \$1,000. Company contribution to hospitalization plan increased to \$3.50 per month per employee (from \$2).

Retirement Plan

Plan revised Jan. 1, 1954----	Annuities continued to be one-half of employee's total contribution. Added: Minimum normal monthly retirement benefit for those with 5 or more years' service, of \$5 for each year of service up to 25, less primary social security benefits. Changed: Maximum age of eligibility to join plan—64½ years for men and women. Normal annuity for men and women joining plan on or after Jan. 1, 1954, payable on first of month following 65th birthday. <i>Early retirement:</i> Annuity reduced by 4 percent for each year (or period of more than 6 months) before normal retirement date (formerly reduced on basis of employee's age). <i>Termination and death benefits:</i> Interest at 2 percent on employee contributions made in 1954 or thereafter to be added to death benefits or contributions withdrawn by employee upon termination of employment before retirement. Age of eligibility to choose deferred normal retirement benefit raised to 50 for women hired after 1953 and leaving company prior to retirement age.	Employees to contribute 3 percent of first \$3,600 of annual earnings and 5 percent above \$3,600. Women joining plan before 1954 continued with earlier provision for normal retirement age of 60 but could, with company permission, continue to work until 65. Upon retirement, employee to receive deferred annuity plus additional annuity purchased by deferred retirement income plus interest. Company and employee contributions to cease at age 60.
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C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Retirement Plan—Continued</i>		
Plan revised Jan. 1, 1954— Continued	<i>Clarification:</i> Choice of receiving deferred retirement income based on employee's own contributions available to all employees regardless of years of service and age, so long as contributions equaled \$100 or more.	
Jan. 1, 1959.....	<i>Termination benefits:</i> Choice of leaving contributions in fund and at normal retirement date receiving life annuity based on employee and company contributions extended to employees with at least 15 years' membership in plan regardless of age at time of resignation.	Requirement of company consent for early retirement eliminated. Survivors' benefit option permitted 1 year rather than 5 years prior to retirement.
<i>Savings Plan</i>		
Apr. 1, 1959.....	<p>Savings fund plan established as follows:</p> <p><i>Eligibility:</i> Membership in retirement plan and at least 5 years' continuous service.</p> <p><i>Contributions:</i> Employee to contribute one of the following percentages of straight-time pay (excluding pay for overtime, bonuses, and other special pay):</p> <ul style="list-style-type: none"> 5 but less than 10 years' service—2, 3, or 4 percent; 10 but less than 15 years' service—2, 3, 4, or 5 percent; 15 or more years' service—2, 3, 4, 5, or 6 percent. <p>Company to match half of employee's contribution.</p> <p><i>Investment of fund:</i> Employee contributions to be invested equally in company stock and U.S. Government bonds or entirely in either one. Company contributions to be used entirely to purchase company stock.</p> <p><i>Withdrawal from plan:</i> Employee to be able to withdraw assets accumulated through his contributions plus stock based on vested company contributions, that is, company contributions made at least 3 years earlier or in the case of the employee retiring under company's retirement plan, dying, or becoming permanently and totally disabled, all company contributions.</p>	

Significant Decisions in Labor Cases*

Labor Relations

Court Rejection of Curtis Doctrine. A Federal court of appeals, in denying enforcement of a National Labor Relations Board order, rejected the Board's *Curtis* doctrine, and refused to bring peaceful recognition picketing by a minority within the proscription of section 8(b)(1)(A) of the National Labor Relations Act.¹

In this case, the union had attempted to organize four warehouse employees and one truckdriver at an employer's plant. After the company refused to recognize the union, picketing began. When the union continued its picketing after being defeated in a representation election, the company filed an unfair labor practice charge under 8(b)(1)(A),² and it was sustained by the NLRB.³

In denying enforcement, the court traced the history of the Board's policy with respect to interpretation of section 8(b)(1)(A). Noting that the *Curtis* doctrine (wherein the Board established its current policy) is of recent origin,⁴ that the question of whether peaceful recognition picketing by a minority constitutes restraint or coercion within the meaning of the act is a troubled one, and that the legislative history is inconclusive, the court announced that "all picketing has in it elements of coercion and restraint at least through the solicitation of the support of public opinion even though the primary purpose may be to publicize to the employees the merits of the controversy." The court reasoned that if Congress had intended to prohibit all organizational and recognition picketing it would have done so directly rather than indirectly as "coercion and restraint." This was evidenced by the limited restrictiveness of section 8(b)(4)(C) which prohibited a strike for recognition purposes where a bargaining representative had already been certified, and by the recent enactment of the Labor-Management Reporting and Disclosure Act's section 8(b)(7) which specif-

ically prohibits recognition and organizational picketing except in certain instances. From an examination of these sections, it becomes clear that peaceful recognition picketing by a minority was not considered to have been generally prohibited by 8(b)(1)(A), else 8(b)(7) would have been superfluous.

NLRB Reassertion of Curtis Doctrine. The NLRB reaffirmed the *Curtis* doctrine in ruling that minority recognition picketing was in violation of section 8(b)(1)(A) of the NLRA, and was not protected by Constitutional free speech guarantees or by section 8(c) of the act.⁵

When the employer did not immediately grant recognition after an organizational drive at the Sierra furniture plant by Local 123 of the Woodworkers union, the local joined with Local 208 of the Teamsters and they demanded to be recognized as joint representatives. At this time, a majority of employees had signed authorization cards for Local 123. After the filing of an election petition by the employer, a period of picketing, and the filing of refusal to bargain charges (subsequently dismissed) by the unions, the employer signed a union shop contract with the Teamsters—Local 123 having disclaimed its interest, an action which both unions contended was necessitated by Sierra's refusal to bargain with Local 123. Thereafter, on the basis of a Board investigation conducted pursuant to the union's unfair labor practice charge, Sierra asserted that the Teamsters did not represent a majority of the employees, and declared the con-

*Prepared in the U.S. Department of Labor, Office of the Solicitor. The cases covered in this article represent a selection of the significant decisions believed to be of special interest. No attempt has been made to reflect all recent judicial and administrative developments in the field of labor law or to indicate the effect of particular decisions in jurisdictions in which contrary results may be reached based upon local statutory provisions, the existence of local precedents, or a different approach by the courts to the issue presented.

¹ *NLRB v. Local 188, International Brotherhood of Teamsters* (C.A. 2, Nov. 27, 1959).

² This section makes restraint or coercion of employees in the exercise of their self-organizational rights the subject of such a charge.

³ *Local 188, International Brotherhood of Teamsters and Alling & Cory Co.*, 121 NLRB 315 (Aug. 7, 1958).

⁴ For 10 years after passage of the Taft-Hartley Act, peaceful picketing for recognition purposes by a minority was not considered an unfair labor practice within the meaning of 8(b)(1)(A). In the *Curtis* case, 119 NLRB 232 (Oct. 30, 1957), the Board set its present policy. The Court of Appeals for the District of Columbia Circuit denied enforcement of the Board's order; and on April 20, 1959, the U.S. Supreme Court agreed to review the case (359 U.S. 965).

⁵ *Local 808, International Brotherhood of Teamsters and Sierra Furniture Co.*, 125 NLRB No. 20 (Nov. 17, 1959).

tract invalid. At the same time, Local 123 withdrew its disclaimer. Following a further refusal by the company to negotiate, both unions commenced picketing and made appeals to customers not to do business with Sierra. After a temporary restraining order was issued, the employer's proposal for an election was rejected on the ground that the employees' choice could not be fairly tested because of Sierra's unremedied unfair labor practices, and the unions refused to give up their union shop contract. The unions conceded that they did not represent a majority when picketing began, but that they did when they were jointly designated as collective bargaining representatives by Sierra's employees, and the loss of a majority was attributable to the unfair labor practices of the employer.

The Board found that the employees were not aware, during the organizational drive, that they were signing authorization cards making Local 123 and the Teamsters joint representatives. It reasoned that since the unions had not been designated jointly by a majority, the subsequent refusal by the employer to bargain could not have undermined or contributed to the loss of a majority, and found that the unions were guilty of violating section 8(b)(1)(A).

Although the unfair labor practices were committed prior to passage of the Labor-Management Reporting and Disclosure Act of 1959, the Board took cognizance of the new provision, 8(b)(7), specifically dealing with recognition and/or organizational picketing, by stating that it merely amplified subsisting section 8 proscriptions. The rationale of the Board's decision, enunciated in the *Curtis* case, was that "the important fact of the situation is that the union seeks to cause economic loss to the business during the period that the employer refuses to comply with the union's demands. And the employees who choose to continue working, while the union is applying this economic hurt to the employer, cannot escape a share of the damage caused to the business on

which their livelihood depends. Damage to the employer during such picketing is a like damage to his employees. That the pressure thus exerted upon the employees—depriving them of the opportunity to work and be paid—is a form of coercion cannot be gainsaid . . . The diminution of their financial security is not the less damaging, because it is achieved indirectly by a preceding curtailment of the employer's interests."⁶

The dissenting member viewed section 8(b)(7) of the LMRDA as creating a new proscription dealing with peaceful minority recognition and/or organizational picketing, and that prior to the act's passage, section 8(b)(1)(A) did not prohibit picketing of such a nature, nor was it so intended or conceived. The dissent also argued that even if 8(b)(1)(A) were viewed as a prohibition of peaceful minority recognition picketing, he could not hold with the majority "that the unions jointly must be treated as a minority union because only one of them had been designated by the employees to represent them." The dissent envisioned the circumstances as employer coercion of employees to abandon Local 123 as their representative either separately or jointly with the Teamsters.

Power of NLRB in Jurisdictional Dispute. A U.S. court of appeals denied enforcement of an NLRB cease and desist order brought under the forced work assignment provisions of section 8(b)(4)(D) of the NLRA, asserting that the duty of the Board is to "hear and determine the dispute" pursuant to section 10(k) of the act.⁷

The facts of the case involved a dispute over work assignments between the International Brotherhood of Electrical Workers and the International Alliance of Theatrical Stage Employees. The IBEW broadcast engineers struck when lighting work in connection with certain remote television broadcasts was assigned to the stage hands. In an unfair labor practice charge filed with the Board under section 8(b)(4)(D),⁸ it was found that the IBEW had violated the act. The Board made a finding and issued its order, which it sought to enforce in this court action.

For purposes of the enforcement proceeding, the IBEW conceded it was guilty of an unfair labor practice, but contended that the Board's order was unenforceable, since it had failed to determine affirmatively which of the two contesting parties

⁶ Local 639, *International Brotherhood of Teamsters and Curtis Bros., Inc.*, 119 NLRB 232, 236 (Oct. 30, 1957).

⁷ *NLRB v. Local 1818, International Brotherhood of Electrical Workers* (C.A. 2, Dec. 3, 1959).

⁸ "It shall be an unfair labor practice for a labor organization or its agents . . . to engage in . . . a strike . . . where an object thereof is . . . forcing or requiring any employer to assign particular work to employees in a particular labor organization . . . rather than to employees in another labor organization . . ."

was entitled to the disputed work, in accordance with section 10(k).⁹

In refusing to enforce the Board's order, the court examined the special procedure prescribed by section 10(k) for the determination of disputes arising under section 8(b)(4)(D). It viewed the statutory language to "determine the dispute" as clear and unambiguous.¹⁰ The court likewise interpreted the legislative history to mean that a determination should be made by the Board alone, barring any private settlement between the parties. In concluding that the Board's position contravened the statutory direction, the court denied the petition for enforcement.

In its behalf, the Board argued that an incongruous result might be reached if it were required to make an affirmative allocation of work, since section 303 of the Labor Management Relations Act, which contains language substantially identical to section 8(b)(4)(D), permits an independent action for damages to those injured by jurisdictional disputes. This could lead, the Board said, to assessment of damages against a union under section 303, although it might be found entitled to the work by virtue of an affirmative allocation under section 10(k). The court's rejoinder rested on the premise that the two sections were not to be construed in *pari materia* and that the underlying considerations of private redress are necessarily disparate from a purely administrative remedy. The Board also raised a question of possible conflict with sections 8(a)(3) and 8(b)(2), which protect employees from discrimination because of their union membership or lack of it. It asserted a Board determination "would presumptively authorize that union 'to cause or attempt to cause' the employer to discriminate against the incumbent employees to whom he has assigned the work." The court rejected this contention on the theory that, even assuming a displacement should occur, Congress considered the settling of jurisdictional disputes of such great moment that it overshadowed the considerations of anomalous results on particular occasions.

Statement of Understanding Not a Contract. A Federal district court dismissed a suit for violation of contract, brought under section 301 of the LMRA by two local unions against an employer; it refused to assert jurisdiction on the ground that a strike settlement agreement or a statement of

understanding was not a contract within the meaning of section 301.¹¹

The plaintiffs in this case were two unions which at one time had been the recognized bargaining agents for the defendants' employees, but which, at the time of calling the strike which precipitated this action, no longer represented a majority of the employees. With the help of a third party, the strike was settled, and the parties entered into a statement of understanding which established the terms under which the strikers returned to work. The present suit was brought pursuant to section 301(a) of the LMRA,¹² on the theory that the employers had violated a contractual obligation by refusing to permit non-employee union representatives to solicit membership in the employees' cafeteria, and by refusing to restore two reinstated strikers to their former jobs.

The court refused to assert jurisdiction, avowing that section 301(a) of the LMRA contemplates only collective bargaining contracts, and not strike settlement agreements. It was not enough, said the court, that the unions represented some employees or that the benefits of the settlement agreement inured to the plaintiffs. What was decisive, said the court in quoting *Schatte v. International Alliance of Theatrical Stage Employees*, was that "any right of recovery under section 301 must rest upon a contract and its asserted violation. The whole act relates to labor contracts; hence, it must be a contract contemplated by the act, i.e., a collective bargaining contract or contract relating to fair or unfair labor practices . . ."¹³

⁹ Section 10(k) provides that: "Whenever it is charged that any person has engaged in an unfair labor practice within the meaning of paragraph (4)(D) of section 8(b), the Board is empowered and directed to hear and determine the dispute out of which such unfair labor practice shall have arisen, unless, within 10 days after notice that such charge has been filed, the parties to such dispute submit to the Board satisfactory evidence that they have adjusted, or agreed upon methods for the voluntary adjustment of, the dispute. Upon compliance by the parties to the dispute with the decision of the Board or upon such voluntary adjustment of the dispute, such charge shall be dismissed."

¹⁰ The precise issue has been resolved against the Board by the Third Circuit, *NLRB v. United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry*, 242 F. 2d 722; and by the Seventh Circuit, *NLRB v. United Brotherhood of Carpenters and Joiners*, 261 F. 2d 166; but the Board has nevertheless adhered to its position.

¹¹ *Locals 128 and 633, Retail Clerks International Association v. Lion Dry Goods* (N.D. Ohio, Dec. 21, 1959).

¹² "Suits for violations of contracts between an employer and a labor organization representing employees . . . may be brought in any district court of the United States having jurisdiction of the parties . . ."

¹³ 84 F. Supp. 669, affirmed 182 F.2d 158, certiorari denied 340 U.S. 827.

Unlawful Reduction of Seniority. The NLRB found that a union and a company acted unlawfully in reducing the seniority status of an employee under the guise of a contract provision which left the determination of seniority entirely to the union, since the employee was not subject to that provision.¹⁴

The seniority provision of the contract provided that during the slack season (April 15 to October 15) employees could obtain a leave of absence and maintain full seniority if they reported to the shop steward on the morning of October 15. The administration of the procedure was entirely in union hands, since the employer agreed to accept the certification of the shop steward as to employee availability.

An unfair labor practice charge was filed by an employee against both the union and the employer under sections 8(a)(3) and 8(b)(2) of the NLRA. He had been granted a leave of absence April 12th because of personal matters, and did not return to work until October 30th because of a sudden illness. The union removed him to the bottom of the seniority list, first on the theory that he had failed to report on the 15th of October, and then, after agreeing that his illness had prevented him from appearing, on the theory that he left work prior to April 15th. Reluctantly, the employer acceded to the union determination.

Apart from its insistence that the agreement unlawfully delegated to the union exclusive control over the seniority status of the employees,¹⁵ the Board established that the union's action in reducing the employee's seniority was not purely ministerial. It held that the union only purported to rely on the agreement, but in fact, its action in unilaterally reducing the employee's seniority was outside the scope of the parties' agreement. The seniority provisions were applicable to those "who

according to seniority would not have steady employment." Finding that had the employee not been granted a leave for personal reasons, regular employment would have been available, and he would therefore have been removed from the application of the seniority provisions, the Board concluded that the employer had surrendered to the union his right to determine seniority generally, i.e., apart from the situation covered by the contract provision, and ordered that the employee be restored to his proper seniority status and be made whole for any loss of wages.

Secondary Boycott of Railroad Under NLRA. A U.S. court of appeals, in setting aside an order of the NLRB, held that the secondary boycott prescription of section 8(b)(4)(A) of the NLRA, as amended, was applicable to railroads¹⁶ even before its most recent amendment, section 704 of the Labor-Management Reporting and Disclosure Act of 1959.¹⁷

In this case, a local union and a district council of the Lumber & Sawmill Workers engaged in a primary strike against a mill and cabinet works. The union groups picketed a spur track of the Great Northern Railway at a point where the railroad served the principal employer. The activities of the unions were directed toward inducing employees of the railroad to engage in a strike or concerted refusal to transport freight or to operate trains over the spur track. Their object was to force or require the railroad and other persons to cease transporting, handling, or otherwise dealing in the cabinet company's products, or to cease doing business with it.

In an unfair labor practice proceeding brought by the railroad, the NLRB held that the railroad did not come within the NLRA's definition of employer, and that, therefore, inducement of its train crews was not inducement or encouragement of employees of an employer within the meaning of section 8(b)(4)(A), and the complaint was dismissed.¹⁸

Upon petition for review, the court of appeals set aside the Board's order upon a finding that the prohibition of section 8(b)(4)(A) is applicable to "any employer or other person," and that the definition of employer and employee in sections 2 (2) and (3) of the act were immaterial in this instance. To exclude railroads from the rigors of the secondary boycott provisions of the act.

¹⁴ *Miranda Fuel Co. and Lopuch; Local 553, International Brotherhood of Teamsters and Same*, 125 NLRB No. 53 (Nov. 30, 1959).

¹⁵ *Meenan Oil Co. and Wolny and Local 553, International Brotherhood of Teamsters*, 121 NLRB 580 (Aug. 19, 1958), enforcement denied 266 F. 2d 552 (C.A. 2, May 14, 1959), involved a contractual seniority provision similar to the one here involved; and notwithstanding the refusal of the Second Circuit to uphold its decision, the Board has adhered to its policy in the instant case.

¹⁶ *Great Northern Ry. v. NLRB* (C.A. 9, Nov. 23, 1959).

¹⁷ With this amendment, Congress has apparently removed any doubt in this area as to the applicability of the secondary boycott provisions, since it now applies to "any individual employed by any person engaged in commerce or in any industry affecting commerce."

¹⁸ The Board relied on the statutory definitions of employer and employee in the NLRA, which do not include "any person subject to the Railway Labor Act," or "any individual employed by an employer subject to the Railway Labor Act." Sections 2 (2) and (3) of the NLRA, as amended.

said the court, would not be consonant with the general objectives of Congress in enacting the legislation. The purpose of the exclusionary definition was to leave railroad employer-employee matters to the administration of the Railway Labor Act, and not to deny relief to railroads occupying the position of neutral third parties when they are adversely affected by activities designed to aid a nonrail union in a primary labor dispute with an independent employer.

Veterans' Reemployment Rights

Retroactivity of Honorable Discharge. A Federal district court held that a veteran was entitled to restoration of his job and an award of damages after his certificate of service in the Armed Forces had been changed retroactively from undesirable to satisfactory service.¹⁹

Reemployment had been denied because the veteran, although he had applied for reinstatement within the 90 days allowed by law, did not at that time have a certificate of satisfactory service, but an undesirable discharge. It was again denied when he presented a revised certificate evidencing a general discharge under honorable conditions retroactive to the date of his release from the Armed Forces, because this revision was not made until more than 4 months after his discharge, and so his application with the

revised certificate was made more than 90 days after his discharge.

The court found that review by the Armed Forces proved that the undesirable discharge was an error, a conclusion that was emphasized by the retroactivity of the correction. The error was not attributable to the veteran. Moreover, the delay in correction was due to the time consumed by the proceedings of the Army, the court said, something wholly beyond the veteran's control; the veteran had been prompt and diligent in the matter.

The court concluded that presentation of the certificate of satisfactory service is not confined by the reemployment law to the 90-day statutory period for application. Once a timely application has been made, it preserves the right of restoration until a final decision is made in proceedings provided by law on the kind of discharge to which the veteran is entitled. In the interest of proper protection to the employer, the court—while ordering reinstatement with all statutory rights, including a year's protection from discharge without cause running from the actual future reinstatement—treated the date of production of the revised certificate as the date when reinstatement was due and awarded as damages only the wages and benefits lost after that date.

¹⁹ *Robertson v. Richmond, Fredericksburg and Potomac RR.* (D.C. E.D. Va. Nov. 25, 1959).

Chronology of Recent Labor Events

December 1, 1959

THE INTERNATIONAL LONGSHOREMEN'S ASSOCIATION, which had been under a Taft-Hartley strike injunction for about 2 months (see Chron. item for Oct. 8, 1959, MLR, Dec. 1959), reached an agreement—ratified by union members on December 10—with the New York Shipping Association on 3-year contracts with waterfront employers from Maine to Virginia. The master contract included increases of 22 cents an hour in wages (in three steps) and 21 cents in fringe benefits. Under the settlement, employers agreed not to reduce the size of standard workgangs and to use ILA members to load or reload containers when the work is done at the pier.

On December 23, the parties to the dispute on the south Atlantic and Gulf Coasts, tentatively agreed on a 41-cent-an-hour package increase, as the National Labor Relations Board tabulated ballots on the shippers' last offer. (See also p. 184 of this issue.)

December 4

THE INSURANCE WORKERS and the Metropolitan Life Insurance Co. reached a tentative 2-year agreement, which was subsequently ratified by union members and became effective January 1, 1960. The contract provided pay increases ranging from \$8 to \$16 a week for more than 6,500 agents in New Jersey, Pennsylvania, Missouri, and metropolitan New York. (See also p. 185 of this issue.)

SECRETARY OF LABOR JAMES P. MITCHELL announced the appointment of John L. Holcombe as Commissioner of the recently established Bureau of Labor-Management Reports (see Chron. item for Sept. 14, 1959, MLR, Nov. 1959), effective January 1, 1960.

December 8

THE UNITED STEELWORKERS agreed on 3-year contracts with the American Can Co. and the Continental Can Co. The settlement covered 32,500 workers and called for a package that included wage raises averaging 8.2 cents an hour (the first retroactive to October 1, 1959) in each contract year. Other gains included company-paid health insurance for retired workers. (See also p. 182 of this issue.)

December 9

A FEDERAL district court in Oklahoma granted an NLRB petition for an injunction against a union's picketing on the grounds that the union had violated section 8(b)(7)(c)

of the Labor-Management Reporting and Disclosure Act by picketing for organizational or recognition purposes for a period of more than 15 days since the provision became effective without an NLRB election petition having been filed. The act prohibits such activity unless an election petition is filed within "a reasonable period of time, not to exceed 30 days from the commencement of such picketing." The case was *Elliott v. Local 619, International Typographical Union*.

On December 18, a Federal district court in Tennessee held that this section did not contravene the First Amendment to the Constitution, and granted an injunction on the basis that the union's picketing was for recognition or organizational purposes and continued for an unreasonable period without an election petition being filed. The case was *Phillips v. International Ladies' Garment Workers' Union*.

December 11

THE JUSTICE DEPARTMENT announced that a Federal grand jury in Pittsburgh had indicted Theodore Cozza, president of Pittsburgh Teamster Local 211, on a charge of receiving a kickback of \$7,811 from Auto-Rental, Inc., between January 1950 and September 1959. At the time he allegedly took the money, Cozza represented the local as a member of Teamster Joint Council 40 in Pittsburgh. (See also Chron. item for Sept. 21, 1959, MLR, Nov. 1959.)

AFTER several days of violence, the National Guard closed the Wilson & Co. meatpacking plant in Albert Lea, Minn., one of the company's eight plants against which the United Packinghouse Workers had been on strike for about 6 weeks. The plant reopened 17 days later under a court order.

On December 15, the Governor of Iowa ordered a detachment of State highway patrolmen to Cedar Rapids, Iowa, to help local police restore order at the company's plant in that city, following a clash between strikers and nonunion workers.

December 12

SECRETARY OF LABOR JAMES P. MITCHELL issued an interpretation of the bonding provisions in the Labor-Management Reporting and Disclosure Act of 1959. The amount of bond for a person responsible for the handling of "funds and other property" of a labor organization or a "trust in which [the organization] is interested" was set at 10 percent of funds handled by him or his predecessors during the preceding fiscal year, but in no case more than \$500,000. Individual bonding is not required, and a group of persons handling a particular fund may be bonded as a "person" by a "schedule in form" bond which may cover either a list of positions or a list of names.

December 13

MEMBERS of the Meat Cutters and Butcher Workmen ratified a 2-year contract covering about 10,000 employees of chain and independent food stores in Chicago, which, in

addition to other benefits, called for weekly wage increases of \$5.50 for butchers at self-service markets and \$6.50 at service markets, retroactive to October 3, plus equal amounts a year later.

December 15

JOHN L. LEWIS announced that in January he would retire from the presidency of the United Mine Workers, a post he held for 40 years. He will be succeeded by Vice President Thomas Kennedy, who will head the union until its convention in December 1960. (See also p. 187 of this issue.)

December 16

THE Union of Mine, Mill and Smelter Workers and the Kennecott Copper Corp. announced the tentative settlement of a 129-day strike of about 4,900 workers in four States. MMSW members ratified on December 24 an 18½-month master contract containing about the same economic benefits as the contract between the company and the Steelworkers (see Chron. item for Nov. 22, 1959, MLR, Jan. 1960) and p. 183 of this issue.)

December 17

THE TEAMSTERS announced the resignation of Harold Gross as president of Local 320 of Miami, Fla. According to the union, Gross had resigned prior to his recent conviction on evasion of Federal income tax on a \$29,000 payoff he had allegedly received from employers. (See Chron. item for Sept. 2, 1959, MLR, Nov. 1959.)

December 18

THE FLINT GLASS WORKERS signed a 1-year contract with the Corning Glass Works, calling for a 3.25-percent wage increase (with a 6.5-cent-an-hour minimum), retroactive to November 30, and liberalized fringe benefits for about 5,300 workers in Corning N.Y. Nonwage provisions became effective January 20, 1960.

December 19

THE United Hatters, Cap and Millinery Workers announced a contract with the Merrimac Hat Co. of Amesbury, Mass.—a company in which the union bought a controlling interest to keep the plant open. (See Chron. item for Jan. 17, 1959, MLR, Mar. 1959.) The pact called for a 7.5-percent package increase for the more than 300 workers involved. (See also p. 185 of this issue.)

THE STEELWORKERS reached agreement on 3-year contracts with five aluminum producers—Aluminum Co. of America, Reynolds Metals Co., Kaiser Aluminum and Chemical Corp., Ormet Corp., and Olin-Mathieson Chemical Corp.—employing about 35,000 workers. The value of the settlement was estimated by the union at about 30 cents an hour, including 21 to 22 cents for wages.

Alcoa also negotiated a similar 3-year agreement with the Aluminum Workers Union, covering about 7,000 employees in seven plants. (See also p. 183 of this issue.)

December 21

A FEDERAL district court in Ohio dismissed a suit by two local unions for violation of contract by employers, holding that it had no jurisdiction under section 301 of the Labor-Management Relations Act of an action to uphold a strike-settlement agreement, on the grounds that collective bargaining agreements are the only labor-management contracts that are actionable under section 301. (See also p. 176 of this issue.) The case was *Locals 128 and 633, Retail Clerks International Association v. Lion Dry Goods, Inc.*

December 22

UPON REQUEST of the union's monitors, Federal District Judge F. Dickinson Letts ordered Teamster President James R. Hoffa to remove 12 locals from trusteeship. Mr. Hoffa was directed to notify the trustees to prepare for elections of officers and to cooperate in setting up election dates and procedures with the outside agency which will be appointed to supervise the elections.

December 23

NEGOTIATING under a wage reopening clause of their 1958 contract, the National Maritime Union and the American Merchant Marine Institute representing 36 ship operators agreed upon a 4.5-percent pay increase for 25,000 unlicensed seamen on 383 passenger and dry cargo ships that operate out of East and Gulf Coast ports. Subsequently, the union negotiated a similar wage increase with 39 East and Gulf Coast tanker operating companies employing about 10,000 seamen. (See also p. 184 of this issue.)

December 28

NEW YORK CITY TEAMSTERS LOCAL 553 signed a contract for about 5,000 employees of local fuel dealers, providing for increases of 20 cents an hour in wages and 5 cents in fringe benefits over the 2-year period of the contract. (See also p. 185 of this issue.)

December 31

THE TRANSIT WORKERS UNION and the New York City Transit Authority agreed on a 2-year contract covering 29,000 employees shortly before midnight, averting a strike scheduled for next morning and providing for a package increase of 40 cents an hour over the life of the contract, which the city estimated would cost \$35 million. A few hours later, the union also settled with the city's seven privately owned bus companies. (See also p. 184 of this issue.)

Developments in Industrial Relations*

DURING most of December, contract talks between the Nation's 11 largest steel producers and the United Steelworkers made little headway despite Government mediation efforts. On January 5, 1960, after marathon New Year's weekend meetings, the parties signed a memorandum of agreement on terms recommended by Vice President Richard M. Nixon and Secretary of Labor James P. Mitchell.

Previous to the steel settlement, agreements were negotiated by the Steelworkers in the aluminum and can industries (without work stoppages); settlement of lengthy strikes in the copper industry appeared assured as several major companies signed contracts in line with others negotiated a month earlier; and agreements in several sectors of the transportation industry were reached.

Steel

Before the parties in the steel dispute came to terms, several ways of reaching a settlement had been suggested, including a proposal made on December 8, by Secretary of Labor James P. Mitchell, that the union and the companies submit their differences to a third party for recommendation or even to binding arbitration. Steelworker President David J. McDonald endorsed Mr. Mitchell's proposals as "in line with the suggestions we have been making all along." However, the industry declared, in opposition to the proposal, that third-party intervention could only result in recommendations that the union had already rejected or for a more costly settlement "which would clearly be inflationary." Possibility for a settlement seemed even more remote when the Steelworkers offered a revised contract proposal which included more demands than it had previously made and more than it had obtained in the Kaiser settlement.

As the month ended, the three-man Presidential Board of Inquiry resumed its hearings into the dispute. The Board reported its findings to President Eisenhower on January 6, the day after the memorandum of agreement was signed with the major companies, since final agreements had not been signed when the report was completed, nor had agreements been reached with smaller steel companies, the iron ore mining companies, and some other parties to the dispute.

The memorandum of agreement, signed on January 5, provided for a contract to continue until June 30, 1962, on wages and to December 31, 1962, on pensions, insurance, and supplemental unemployment benefits.¹ It provided for two wage-rate increases—a 7-cent across-the-board increase plus a 0.2-cent widening of increments between labor grades, effective on December 1, 1960, and a similar 7-cent general wage-rate increase effective October 1, 1961, but with a 0.1-cent widening of increments. Increases will range from 7 to 13 cents in the first period, depending on labor grade and from 7 to 10 cents in the second period. Including effects on incentive pay, these increases were estimated to average about 9.4 cents in the first year and 8.6 cents in the second year.

A cost-of-living escalator provision was included, to be effective in the second and third contract years but limited to a maximum adjustment of 6 cents over the contract period of which no more than 3 cents would be effective in the second contract year. Such escalator adjustments, however, may be used to offset the costs of the insurance program if they rise above a specified maximum.

Effective January 1, 1960, the companies agreed to take over all insurance costs for active employees, thus increasing the take-home pay of workers by approximately 6.5 cents an hour. In addition, they agreed to liberalize life insurance and weekly sickness and accident benefits, with the respective increases in these benefits amounting to about \$500 and \$11 at most companies. There was also provision for extending hospitalization and insurance benefits and for continuing life insurance for specified periods for laid-off employees who would pay 60 cents per \$1,000 for life insurance after 6 months of layoff. Provision

*Prepared in the Division of Wages and Industrial Relations, Bureau of Labor Statistics, on the basis of currently available published material.

¹ See p. 161 of this issue for the text of the agreement.

was made for extending hospitalization and surgical benefits for retirees, to be paid for by the retirees.

The settlement also liberalized pensions by increasing minimum pensions to \$2.60 a month for each year of future service and to \$2.50 a month for past service; previous minimum pensions were \$2.40 a month for each year of service prior to November 1, 1957, and \$2.50 a month thereafter. The maximum number of years of service to be counted in computing such pensions was increased from 30 to 35; the amount deducted for social security benefits from pensions higher than the minimum was reduced by \$5; and minimum disability pensions were increased from \$90 to \$100 a month. At retirement, workers will receive, instead of their first 3 months' pension, a special retirement payment equal to 13 weeks' vacation pay, reduced by any vacation pay received earlier in the calendar year. Early retirement provisions were also liberalized. The companies will increase pensions for those already retired by \$5 a month.

It was agreed that the companies' contribution for supplemental unemployment benefits would be the same as under the previous contract, when the companies paid 3 cents in cash and 2 cents as a contingent liability. Details of supplemental unemployment benefits were to be worked out later, as were a number of other issues.

A joint committee, headed by a neutral chairman, was established to study the question of work rules and to report its recommendations and findings by November 30, 1960. A Human Relations Research Committee was also established to study and recommend solutions of mutual problems relating to equitable wage and benefit adjustments, job classifications, incentive pay, protection of long-service employees against layoffs, medical care, and other problems.

R. Conrad Cooper, chairman of the Steel Companies Coordinating Committee, stated that "the effect on our employment costs of the contractual arrangements we made is from 3½ to 3 percent per year." He cautioned that several factors must be considered in comparing the cost of this agreement with those in the aluminum and can industries and with Kaiser Steel. For example, he said that the can and aluminum industries had been bearing a higher percentage of total insurance costs than the 50 percent which

the steel companies had been paying, and that in these industries there are relatively fewer pensioners and less incentive pay coverage than in steel. Mr. Cooper said that "If the same benefits which were obtained in the other settlements had been obtained in the steel industry settlements, the cost effects would have been considerably more for us than they actually were."

Metal Containers, Aluminum, and Copper

Conclusion of agreements in the aluminum, can, and copper industries, before the basic steel settlement, deviated from the usual pattern of bargaining in which settlements in these industries have typically followed the basic steel contracts. The annual value of the package settlements in both the aluminum and can industries was roughly comparable to that concluded by the Steelworkers and the Kaiser Steel Corp. in October.²

Agreement on 3-year contracts between the two major metal container producers—the American and Continental Can Companies—and the Steelworkers union was announced on December 8. The agreements, affecting about 32,500 employees, were valued by management at 28.2 cents an hour and by the union at 30 cents, both exclusive of any possible cost-of-living increases. Wage increases averaged approximately 8.2 cents an hour in each of the 3 contract years (the first retroactive to October 1, 1959) and consisted of a 7-cent general raise plus increases in increments between job classes averaging 1.2 cents an hour. The cost-of-living escalator clauses were modified to exclude any increase during the first contract year and to limit increases to 6 cents over the contract period, of which no more than 3 cents could be effective in the second contract year.

Fringe benefit improvements consisted of liberalization of pensions at an estimated cost to the companies of 2 cents an hour, insurance changes accounting for 1.5 cents an hour (to be put into effect in two equal installments), and 0.1 cent allocated for improved holiday pay. The remainder of the package, estimated by the union at 1.8 cents, was for minor items whose cost the companies said could not be reliably calculated.

No changes in work rules were made; an American Can Co. official said the companies were suc-

² See Monthly Labor Review, December 1959, pp. 1378-1379.

cessful in resisting changes proposed by the union, but Steelworkers President David J. McDonald denied work rules were an issue in the negotiations. The parties had extended their previous contracts (due to expire September 30, 1959) to January 1, 1960, or 30 days after the end of the steel strike, whichever occurred first.³

The United Steelworkers of America on December 19 announced tentative agreements with five aluminum manufacturing companies providing a wage and fringe benefit "package." Its value, according to the union and the companies, was approximately the same as that of the can settlements. The agreements affected about 30,000 employees of the Aluminum Company of America, Reynolds Metals Co., Kaiser Aluminum and Chemical Corp., Ormet Corp., and Olin Mathieson Chemical Corp. First-year wage increases were retroactive to August 1 (in accordance with previous contract extension agreements), but the amounts of the increases varied among companies and among plants of the major companies. According to Arthur J. Goldberg, the Steelworkers general counsel, the increases averaged about 5.5 cents an hour for the first year, approximately 8 cents the second, and about 8.5 cents the third year. Alcoa said the average wage costs at its plants would increase 4.8, 7.1, and 8.9 cents in the respective contract years. The contracts included cost-of-living provisions with the same limitations as those in the can contracts. The aluminum agreements will expire July 31, 1962.

Fringe improvements provided for company assumption of the employees' share of insurance costs and for a liberalized pension plan (valued by Kaiser at 4.6 and 2.6 cents an hour, respectively). The pension improvements, patterned after the October Kaiser Steel Corp. agreement,⁴ raised minimum pensions to \$2.50 a month for each year of service prior to January 1, 1960, and to \$2.60 a month thereafter. Previous benefits were \$2.40 a month per year up to January 1, 1958, and \$2.50 a month per year thereafter. The contracts allowed credit for up to 40 years' service, instead of 30 as provided under previous plans. In addition, all employees retiring in the future will

receive a special retirement payment equivalent to 3 months' full pay, and present retirees will receive a flat \$5-a-month increase in their pensions.

Spokesmen for Alcoa said that a similar contract had been tentatively agreed upon with the Aluminum Workers' International Union for about 9,700 workers. At the end of December, the company was still negotiating with the United Automobile Workers, who represent some 9,000 employees. The Reynolds Metals Co. and the Aluminum Workers Union, representing about 6,000 workers, were also in negotiations.

An 18½-month contract between the Kennecott Copper Corp. and the International Union of Mine, Mill and Smelter Workers (Ind.), on strike since August 10, 1959, was tentatively agreed upon on December 16. A return to work was delayed, however, pending settlement of local issues (which had to be worked out before ratification of the master contract) and until the company settled with various craft unions. Local issues were soon agreed upon, and on December 24, MMSW members ratified the master contract; operations at three of the company's four western mining divisions were started on a limited scale on December 28, as agreements were completed with some craft groups.

The MMSW agreement, covering an estimated 4,900 workers in four western States, was valued at 22.3 cents an hour, approximately the same as that of contracts negotiated in November between American Smelting and Refining and the MMSW and Kennecott and the United Steelworkers of America.⁵ The contract, running until June 30, 1961, provided for wage-rate increases of 7 cents to 10.6 cents an hour, effective December 16, 1959, and a similar increase effective July 1, 1960. Also included was a provision for a "job study which will result in additional hourly wage increases for the majority of employees" represented by the union. The contract established a severance pay plan providing an employee \$100 for each year of completed service in case of job displacement through automation, technological change, or permanent shutdown of a plant or department.

Other fringe benefit improvements called for improvements in pay for overtime work, a seventh paid holiday, an increase from double time to double time and one-half for work on holidays, liberalized health and welfare benefits valued by

³ See Monthly Labor Review, November 1959, p. 1257.

⁴ See Monthly Labor Review, December 1959, pp. 1375-1379.

⁵ See Monthly Labor Review, January 1960, pp. 63-64.

the union at 0.5 cents an hour, and pay for jury duty.

In other copper industry negotiations, members of MMSW Local 117 on December 22, ratified a contract offer by the Anaconda Co. for workers at its Montana plant. Negotiations had been conducted separately by the local after it had withdrawn from the international union's joint Montana bargaining committee. This settlement reportedly was valued at 22.5 cents over a 30-month period, including wage increases totaling 14.5 cents an hour.

Transportation

Pay increases of 4.5 percent became effective January 1, 1960, for about 35,000 unlicensed seamen working on American flag dry cargo, passenger, and tanker ships operating off the Atlantic and Gulf Coasts under terms of two settlements negotiated by the National Maritime Union in the latter part of December. Agreement was first reached on December 23 with the representatives of dry-cargo and passenger steamship companies for about 25,000 seamen. For able-bodied seamen the increase amounted to \$15.90 a month, based on a 40-hour week, which will bring their monthly basic pay to \$369.17. As a result of the wage increase, overtime rates rose proportionately, and including overtime (which reportedly averages about 90 hours a month), the union estimated the raise would increase earnings to about \$675 a month.

The tankers' agreement increased base pay for able-bodied seamen by \$16.10 a month, bringing their basic pay to \$373.84 a month. Both settlements were negotiated under reopening provisions of contracts signed in June 1958;⁶ one more reopening is provided before they expire in June 1961.

In the longshore industry, contracts were reportedly signed for men working at south Atlantic and at some Gulf ports, following agreement between the International Longshoremen's Association (now AFL-CIO) and the New York Shipping Association.⁷ The contract with the Mobile Steamship Association and the ILA, for example, was about the same as that with the New York group; it provided a package increase of 41 cents over 3 years, including 22 cents in wages. In addition, the employers acceded to a union demand

to increase the minimum size of longshoremen's gangs from 14 to 16 men, exclusive of machine operators.

Uninterrupted transit service in New York City became assured in the early hours of 1960, when agreements on 2-year contracts were announced by the Transport Workers Union and the New York City Transit Authority and seven private bus lines. The Transit Authority agreement, covering 29,000 workers (mainly in subways), provided a 40-cent-an-hour package increase over the life of the contract. Wage-rate increases, totaling about 9 percent, amounted to 10-14 cents an hour the first contract year and an additional 8-11 cents in two equal installments on January 1 and July 1 of 1961. A concession relating to the retention of skill differentials was provided by the establishment of a \$2 million inequity fund. Improvements in vacation and health and welfare items were also included. This agreement also covers about 1,700 city-owned busline employees in Queens and Staten Island, represented by the Motor Coach Employees' union.

The private bus lines settlement, reportedly a 36-cent-an-hour package, included a 12-cent hourly wage increase for the first contract year and an additional 10 cents the second year. About 8,000 employees were affected.

On January 3, representatives of four Teamster locals and the Motor Transport Labor Relations, Inc., announced terms of a 3-year agreement covering 25,000 truckdrivers, helpers, and platform men engaged in freight hauling in the Philadelphia, southern New Jersey, and the Delmarva peninsula areas. It called for wage increases of 10 cents, 5 cents, and 10 cents, effective in January of each year.

Apparel

A \$5-a-week increase in pay for the lower wage bracket employees of companies affiliated with the Eastern Women's Headwear Association in the New York City area was agreed to by employer representatives and the Millinery Workers Joint Board of the United Hatters, Cap and Millinery Workers International Union. The 1-year agreement was announced on December 21 by Union

⁶ See Monthly Labor Review, August 1958, p. 901.

⁷ See Monthly Labor Review, January 1960 p. 64.

President Alex Rose, who said the union's skilled members (whose wages range from \$2.50 to \$4 an hour) had voted to forgo a general pay increase and instead concentrate on raises for lower paid members. Workers earning less than \$65 a week received a \$5-a-week pay increase, and the minimum wage for a 35-hour week was also increased by \$5 (to \$50). About 2,600 workers (mostly Puerto Ricans and other newly hired workers) were affected by the changes.

In another development concerning the Hatters Union, a contract including a 7.5-percent pay raise and other benefits was signed for employees of the Merrimac Hat Co.—a company in which six of the nine directors are members of the union. The union's unusual position of bargaining with itself came about when in January 1959,⁸ the union and individual workers bought about 80 percent interest in the firm in a move to prevent its liquidation and preserve the jobs of some 300 union members. During the first 9 months of union operation, Merrimac showed a before-tax profit of \$163,000, compared with a loss of \$170,000 a year earlier.

Elsewhere in the apparel industry, the Amalgamated Clothing Workers of America announced on December 20, 1959, plans to seek a 25-cent-an-hour "package" increase for some 125,000 employees in the men's and boys' clothing industry in contract negotiations which were to begin about the first of February. Union President Jacob S. Potofsky said the union's plans for an increase—the latest general advance was in 1956—was based on a combination of increased productivity in the industry, higher living costs, a good outlook for clothing sales, and a shortage of labor in most branches of the trade.

Other Wage Developments

The United Aircraft Corp. announced on December 11, 1959, a pay raise of 3.5 percent, effective December 16, for about 10,000 nonunion salaried employees of its plants in various Connecticut locations. At the company's Pratt and Whitney Division plants in Meriden and Southington, Conn., members of the International Association of Machinists had ratified, on December 3, a 2-year contract that raised pay

scales by 7 to 12 cents an hour and increased life insurance. At other plants, however, the Machinists had rejected the same offer, and negotiations continued at plants whose workers are represented by the United Automobile Workers.

About 10,000 employees working in the meat departments of chain and independent food stores in the Chicago area were covered by a 2-year contract ratified on December 13 by members of seven locals of the Amalgamated Meat Cutters and Butcher Workmen Union. Retroactive to October 3, 1959, the agreement raised weekly rates of pay by \$5.50 and \$6.50 for butchers in self-service and service markets, respectively, and scheduled identical increases for October of 1960. Other contract improvements included the addition of supplemental pay for jury duty and up to 3 days' paid funeral leave.

A 27-month contract was tentatively agreed upon in early December by the Metropolitan Life Insurance Co. and the Insurance Workers International Union for insurance agents in New Jersey, Pennsylvania, Missouri, and metropolitan New York. The agreement, subject to ratification by some 6,000 union members, provided weekly pay increases from \$8 to \$16 and will run until March 31, 1962. On the basis of the contract's new system of pay, permitting commissions to be "annualized and accumulated" every quarter over a 4-year period, the union estimated the pay raise would average \$8 a week over 4 years. About 16,000 unorganized agents will also be affected by the settlement. According to a union representative, previous earnings averaged about \$126 a week.

In the New York City area, the Teamsters union and representatives of fuel dealers, on December 28, signed a 2-year contract for about 5,000 employees. The 25-cent-an-hour package provided, over the life of the agreement, wage increases of 20 cents an hour and 5 cents for improved fringe benefits. The basic daily rate for drivers will be \$23.60 at the end of the contract period.

In the same region, more than 4,000 professional nurses employed by the city of New York received yearly salary increases ranging from \$500 to \$1,200, effective January 1, 1960. Under the new schedules, pay for about 3,400 staff nurses in the Department of Hospitals rose \$500, to a new range of \$4,250 to \$5,330. Other new rates in-

⁸ See *Monthly Labor Review*, March 1959, pp. 303-304.

cluded: a range of \$6,750 to \$8,550 (up by \$700 to \$1,060) for superintendents of nurses; \$4,850 to \$6,290 (an increase of \$600) for public health nurses; and \$6,400 to \$8,200 (an increase of from \$650 to \$1,010) for consultant public health nurses.

The Hanes Hosiery Mills Co., manufacturer of seamless stockings, announced in late December a 5-cent-an-hour general wage increase for unorganized employees at its textile plant in Winston-Salem, N.C. The company, which has about 4,100 workers, had granted a 7-cent wage hike in September 1958.

A 1-year contract that raised rates of pay by 3.25 percent (minimum 6.5 cents an hour) retroactive to November 30, 1959, was agreed upon in late December by the Corning Glass Works and the American Flint Glass Workers Union. The new contract, which also improved fringe benefits, runs until January 20, 1961, and affects about 5,300 workers in the Corning, N.Y., area.

The Greenville (Pa.) Dairy Co. signed a collective bargaining contract early in November, which was reported to be one of the first held by dairy farmers organized by the Teamsters Union. The agreement ended a strike against the dairy by 29 milk producers that began on October 10. The farmers had struck for bargaining recognition and in protest over declining prices for raw milk. The 7-month contract guaranteed that the company will pay a Class I price for 70 percent of the milk it buys (in 1958, about 66 percent of the milk was reportedly sold at a Class I price), reduced from 45 cents to 25 cents per hundred-weight the price paid by farmers for hauling bulk milk to the company, and provided for check off of union dues.

Anticipating forthcoming contract negotiations with the General Electric Corp. and the Westinghouse Electric Corp., where contracts expire in the fall of 1960, five unions affiliated with the AFL-CIO formed a conference to poll members on bargaining goals. The International Union of Electrical, Radio and Machine Workers, International Brotherhood of Electrical Workers, International Association of Machinists, United Automobile Workers, and the American Federation of Technical Engineers sent their members postcard ballots listing 19 bargaining items and asked that the items be numbered in order of importance. Shortly after January 11, when the ballots were

due to be returned, the unions were expected to present their initial but separate demands. Most of the formal bargaining, however, will probably not begin until late summer.

Court and Labor Board Actions

In one of the first cases testing the restrictions on picketing in the Labor Management Reporting and Disclosure Act of 1959, a Federal district court judge in Springfield, Ill., on November 23, temporarily enjoined a local of the Retail Clerks International Association from picketing the Myers Bros. department store in Alton, Ill. The case was brought by the National Labor Relations Board which alleged violation of the section of the law prohibiting a union from organizational or recognition picketing at an establishment within 1 year after its defeat in an NLRB representation election. The Clerks had been picketing the store since the summer of 1958 but had been defeated in a representation election on December 12, 1958; the injunction, hence, was to be in effect only until December 12, 1959. The union had contended its picketing was a "manner of free speech," and that it was only for consumer information purposes and hence was not within the scope of the law, which exempts this type of picketing.

In a test of another provision of the new law, the Amalgamated Lithographers of America (Ind.) opposed an attempt by the National Labor Relations Board to have the union enjoined from striking over its demands for an alleged "hot cargo" clause in a dispute with 16 lithographing companies in San Francisco. The union has been on strike since November 23, 1959. Union attorneys contended the new law's provision outlawing "hot cargo" clauses was discriminatory, inasmuch as it exempts garment workers and building tradesmen.

The National Labor Relations Board in mid-December issued an unfair labor practice charge against a local of the International Typographical Union and ordered it to end a strike that began in November 1957 against a Massachusetts newspaper. The ITU had struck to support its demands that "paste-makeup" work (pasting of a page of copy for photographic reproduction) be assigned to its members instead of to nonunion staff artists employed in the paper's art and advertising department. The Board had ruled in September 1958 that the ITU was not entitled to

strike for this work assignment. When the ITU did not accede to the original findings, the Board said the union's action constituted an unfair labor practice and ordered it to stop striking.

Union Developments

John L. Lewis, president of the United Mine Workers of America for 40 years, announced on December 15 his intention to retire in January 1960. In an open letter in the *United Mine Workers Journal*, the 80-year-old union leader said that "every logical circumstance leads to the conclusion that I should begin the transfer of my obligations and duties to other and more capable hands." Under the union's constitution, Thomas Kennedy, union vice president, will succeed Mr. Lewis as president and hold office until the next election in December 1960. Mr. Kennedy said that he hoped Mr. Lewis would retain an active role in the union and that, accordingly, he would ask the UMW executive board to create a post of president emeritus; he also said he wanted Mr. Lewis to remain as chairman of the union's Welfare and Retirement Fund and as a member of the board of the labor-management committee to expand the coal market.

A program to offset "runaway shipbuilding," that is, construction of ships for American companies at foreign shipyards, was announced on December 8 by James A. Brownlow, president of the AFL-CIO Metal Trades Department. The department called upon Congress to take "corrective measures" by providing a "full subsidy" policy (instead of the present subsidy limit of 50 percent of the cost of construction overseas), adopting a building program of a minimum of 20 ships a year for 15 years, and removing all restrictions on Government-insured mortgages for shipbuilding projects.

A drive by two maritime unions to organize ships flying so-called "flags of convenience"⁹ was strongly criticized by a spokesman for the American Committee for Flags of Necessity on the

ground that the maritime unions' alleged determination "to gain control of foreign workers" might eventually jeopardize American investments. The committee represents American owners of ships registered in such countries as Panama, Liberia, and Honduras. In a letter addressed to the presidents of some 400 American corporations, William C. White, executive member of the Committee, declared the maritime unions' efforts to establish an "international" union represented a "crucial challenge to all American business investments in foreign lands, and perhaps a forerunner of similar actions by other unions in other fields."

The United Automobile Workers announced on December 11 that it had reached an out of court settlement with the Studebaker-Packard Corp. in a dispute over the pensions of former Packard employees. The suit, originally filed in a U.S. district court in November 1958, arose when the union sought to prevent the company from carrying out a proposed split of the assets of the corporationwide pension fund when the manufacture of Packard cars in Detroit was halted. The union maintained that the portion to be allocated to former Packard employees would have reduced their benefits to about 65 percent of the level provided under the previous pension agreement. According to the union, the new pension settlement guarantees pensions equaling 85 percent of the level provided at the time the Detroit plant was closed.

In early December, the Kaiser Steel Corp. and the Steelworkers union each named top officials to the 9-man committee established under their agreement to study a long-range plan for sharing the "fruits of the company's progress."¹⁰ Appointed from the company were Edgar F. Kaiser, E. E. Trefethan, Jr., and C. F. Borden. David J. McDonald, Arthur J. Goldberg, and Charles J. Smith will represent the union.

The public members, named in the contract, are George W. Taylor (who also served as chairman of the Board of Inquiry appointed by the President under the Labor Management Relations Act to investigate the steel strike), John T. Dunlop, and David L. Cole.

⁹ See *Monthly Labor Review*, January 1960, p. 68.

¹⁰ See *Monthly Labor Review*, December 1959, p. 1378.

Book Reviews and Notes

EDITOR'S NOTE.—*Listing of a publication in this section is for record and reference only and does not constitute an endorsement of point of view or advocacy of use.*

Special Reviews

Unions and Union Leadership—Their Human Meaning. Edited by Jack Barbash. New York, Harper & Brothers, 1959. xxii, 348 pp. \$6.

This is Professor Barbash's first venture into the field of book publication since he joined the academic ranks. Though he is here functioning as an editor rather than as an author, those who remember him for the lively prose of his *The Practice of Unionism* and its predecessor volume will not be surprised to find that his choice of articles for inclusion in this work tend toward simplicity in language and concept.

Looking at what the volume contains, we find some 43 articles grouped under 5 headings: The Broad View, Union Leaders, Union Styles, Conflict Situations, and Some Special Union Problems (Politics, Automation and Technology, Racketeering, The Negro Worker in the Union). The selections are all relatively short and specific in content, with little theorizing except in the first section. An innovation, in a collection of this general type, is the frequent use of items from business magazines, news magazines, and newspapers, in addition to the usual scholarly journals.

It would not be difficult for any reviewer to quarrel with the editor about articles included and excluded. More to the point, however, is to assay the volume in terms of the editor's frame of reference. What did he set out to do? How well, if at all, has he accomplished his objective? And, is the objective itself worthwhile? The objective "is to give the reader some feeling for, and understanding of, the union as an enterprise made up

of live human beings," to provide "depth and detail" to the general reader, provide a "balanced diet as between wholesale generalization and clinical detail" for the student, and "suggest the astonishing variety of union experiences" for the trade unionist. There is little doubt but that the first objective has been accomplished. The "human beings" with their virtues and their faults appear in lively form in many of the articles with an aura of immediacy and presence. The detail adds to the impression of life, but unfortunately there is not too much depth. The "think" type of article which gives depth is present, but too briefly to make a real impression. The student will want to look further beyond the variety.

What we have then is an interesting collection, eminently readable, certain to pique the curiosity of all and to lead many into a real interest in the modern labor movement. Especially now, with the labor movement facing a crisis in its public relations and in its own morale, to rouse union and nonunion readers to think about the varieties of unionism and their meaning is a wholesome endeavor.

—HERBERT J. LAHNE

Division of Research and Statistics
Bureau of Labor-Management Reports

Business Enterprise in Its Social Setting. By Arthur H. Cole. Cambridge, Mass., Harvard University Press, 1959. 286 pp. \$5.50.

The concept of an "economic man," who "naturally" will seek to maximize profits in his role as entrepreneur, has been a central thread in economic thought for almost two centuries. True, it is widely recognized that man is a social as well as an economic creature, but the theorist generally spins his web as if the entrepreneur were a constant factor under whatever culture and circumstances. The contribution of this book is an emphatic denial of this thesis. It is an examination of entrepreneurship as a variable affected by attitudes and relationships both within the business enterprise and in its social setting. It is also a demonstration and justification of the historical approach practiced by the Research Center in Entrepreneurial History at Harvard.

The entrepreneur is viewed by Dr. Cole not only as a central figure in economic life but also as the central figure. It is he who "forms a

bridge between society as a whole and the profit-oriented institutions established to satisfy its economic desires." He is the "conductor of a symphony" in which the factors of capital, labor, and land perform in an arrangement of his choice. Thus, there is no more basic endeavor in economics than reappraising the character of the entrepreneur and the forces which mold it. This may lead far afield into the disciplines of sociology, anthropology, psychology, and of course history. Entrepreneurship cannot be limited in place or time.

The first half of the book is a statement of the nature and importance of entrepreneurship and the "elements of a positive view." These elements, each comprising a chapter, are defined as the relationship between the entrepreneur and (1) the other members of the group that make up the particular enterprise, (2) other entrepreneurial groups, and (3) the economic and cultural environment. The first deals, for example, with the diffusion of decisionmaking in the organization, the increasing complexity in business, development of the managerial class, and changes in social responsibility. The second deals not only with competition and monopoly, as might be expected, but also with the interaction between business and the service units which both assist and complicate the entrepreneurial function—trade associations, advisory services, publishing houses, and schools of business. The third looks at the historical origins of entrepreneurship, the social incentives, and the relationship of the rest of society to the entrepreneurial segment.

Part two consists of a series of fifteen "vignettes," drawn from various researches into entrepreneurial history, setting forth the character of entrepreneurship under diverse circumstances. Here, one encounters the modern corporate executive, the early builders of canals and railroads, and the noble landowners of the Middle Ages, among others. Following that, the author endeavors in a brief concluding section to draw some generalizations about the process of entrepreneurial change. This amounts to a restatement of the field of inquiry. The "elaboration of a model of entrepreneurial change" is seen to involve three stages: (1) the nature of the entrepreneurial world in terms of the internal and external forces which influence decisions; (2) motivation, or the

need for achievement; and (3) opportunity for innovation, the process of entrepreneurial change.

Dr. Cole has set forth some rather provocative thoughts about the role of enterprise and a wealth of illustrative material. To my mind, there is no doubt about the central thesis that the entrepreneur is the product of a wide range of forces. This is economic determinism turned upside down. It is not entirely clear, however, how far one is obliged to pursue this chain of relationships through the gamut of the other social sciences. At what stage is it possible to return to the starting point and generalize about the behavior of the entrepreneur? Moreover, if the starting point were any other social factor in economics—the consumer, the worker, the owner of capital—would the chain of causal circumstances be any less devious? Granted the central role of the entrepreneur, he can no more be viewed as the *only* social variable than as a *constant* in the economic equation. This could leave us with no acceptable theory or generalization whatever in economics, although probably it should only make us somewhat more critical of theory.

This is a book which requires a bit of study, but it is worth it. It is not easy reading, not as easy as the subject matter would permit. The author has a disquieting habit of setting out to develop, say, three lines of thought, but then either failing to identify the second and third or else restating them in terms which make them difficult to recognize. Conversely, the reader may find himself confronted with a point clearly stated to be the third in a series although the identity of the first and second is anything but clear. This is occasionally disturbing but not fatal. The important thing is that the author makes a very convincing case for the study of entrepreneurship as a social phenomenon.

—MINER H. BAKER

Vice President and Economist
Seattle-First National Bank

Employing the Negro in American Industry: A Study of Management Practices. By Paul H. Norgren and others. New York, Industrial Relations Counselors, Inc., 1959. 171 pp. (Industrial Relations Monograph, 17.) \$6.

This volume analyzes in detail the experience of 44 companies in employing Negro workers in

jobs for which they had not traditionally been considered. The Industrial Relations Counselors planned this study to bring together information on the policies and practices of companies that have been active in employing Negroes. The major emphasis is on the specific management practices involved, such as reaching the decision to employ Negroes, recruitment, orientation, performance, relationships on the job, and union relations. It was thought the information might be "of value to those employers who, in the past, have had little or no need to be concerned with biracial employment, but who now feel they can or must draw on the Negro labor market."

In the opinion of this reviewer, the opening chapter, on Overall Conclusions and Observations, leaves the reader somewhat uncertain as to the probability of success in efforts to employ Negroes in industry. This initial uncertainty gives way to a more positive outlook as the authors describe in subsequent chapters the specific experiences of industrialists in employing members of the non-white labor force. For example, in chapter IV, the authors examined the experiences of these establishments and found that to be effective, a nondiscriminatory hiring policy must be clearly stated and have the backing of top management. Employment agencies and other sources of recruitment should be specifically notified of the non-discrimination policy, and should also be advised regarding requirements of the jobs and other standards of selection. The reviewer wishes more information on successful techniques had been included in the beginning of the book.

Most of the companies studied first employed Negro workers because management voluntarily adopted a nondiscriminatory hiring policy. A substantial number, however, attributed their decision to the enactment of Fair Employment Practice legislation by States or municipalities in which they were located.

Comparing the overall performance of qualified Negro and white employees on the job, a majority of the 31 companies which gave such information indicated that Negro employees on the whole are no better and no worse than their white coworkers. Interesting observations were that some Negroes have to learn about the importance of being responsible on the job; female workers tend to have a better job attendance record than males; and qualified workers are less willing to transfer to a

new vicinity or travel long distances to work as more job opportunities become available.

A review of company experiences with regard to promotions and advancement revealed that Negro workers are at a disadvantage. They have not been employed in industry for a long period of time, and consequently, their seniority standing is low and most lack the experience to qualify competitively for promotional openings. Also, many lack the educational background to qualify, or the incentive to apply, for company training that would fit them for advancement.

Literature on the subject matter included in this volume is scarce. Since this book contains factual as well as some technical information, yet is easy to read, it should be a valuable contribution to the field of interracial relations in general and employment in particular.

—ROBERTA CHURCH

Minority Groups Consultant
U.S. Department of Labor

The Study of Population—An Inventory and Appraisal. Edited by Philip M. Hauser and Otis Dudley Duncan. Chicago, University of Chicago Press, 1959. 864 pp., bibliography. \$15.

The primary focus of the approximately half million words contained in this volume is on "the status of demography as a science and as a profession in the United States." Part I contains four chapters on demography as a science—the nature of demography, data and methods, demography as a body of knowledge, and demography as a profession. The first chapter of part II is an excellent summary of the development of demography. The remaining chapters of part II cover the current status of demography in France, Great Britain, Germany, Italy, Brazil, India, the Pacific Area, and in the United States. Part III, Elements of Demography, is concerned with world demographic data, population composition, distribution, fertility, mortality, growth and replacement, internal and international migration, estimates and projections, family statistics, working force and the relationship between population and natural resources. The concluding section, part IV, Population Studies in Various Disciplines, contains seven chapters on the relations between demography and ecology, human ecology, geog-

raphy, physical anthropology, genetics, economics, and sociology.

The editors provided the contributors to parts II and III with outlines to guide them in their work and to part IV with general instructions in the interest of obtaining uniformity in coverage and treatment. It was the policy of the editors to present the chapters substantially as written by their authors. "The editors decided that they would have their say in part I of the volume, *Demography as a Science*, in which it would be their prerogative among other things to differ with various aspects of the presentation of the individual authors."

Part I by the editors is the most stimulating section of the book. Readability of this section is in part due to their uninhibited style. For example, in chapter 2 they give a running description of the contents of the chapters contained in part IV. They state, "As medical men, Drs. Kallmann and Rainer understandably, although contrary to instructions, also deal with the 'engineering' aspects of the implications of the findings of genetics as made manifest in 'eugenics'." Similarly, in describing the chapter on the interrelations of demographic and sociological variables, they write the following: "Turning from consideration of the relation of sociology to demography, Moore then reverses his focus. In discussing the relation of demographic theory to sociology, he voices a common, although not necessarily well-founded, complaint that demography may have 'too little' theory." Such comments serve to focus critical attention on many ideas discussed by the various authors.

This is an excellent book. The length of the book prompts the reviewer to make one minor criticism. The chapters on demography in all of the areas except the United States are of questionable relevance to the central theme of this book. Most of these chapters are interesting, informative, and well written, but I should have preferred to read them in a separate volume.

The use of the word "population" rather than "demography" in the title is not accidental. The authors view demographic analysis as being confined to the study of components of population variation and change. Population studies, however, "are concerned not only with population variables but also with relationships between population changes and other variables—social, eco-

nomic, political, biological, genetic, geographical, and the like." If this definition of demography is also accepted in informal situations, most demographers are likely to seek job-title mobility—and reclaim their professional labels of sociologists, economists, etc.—with an interest in population studies.

—W. PARKER MAULDIN
The Population Council, Inc.

Economic Conditions

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Current Labor Statistics

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¹ This table is included in the January, April, July, and October issues of the Review.

NOTE: The following applies, with a few exceptions, to the statistical series published in the Current Labor Statistics section: (1) The source is the U.S. Department of Labor, Bureau of Labor Statistics; (2) a description of each series may be found in Techniques of Preparing Major BLS Statistical Series, BLS Bull. 1108 (1954); and (3) the scope of coverage is the United States without Alaska and Hawaii. Exceptions are noted on the tables.

A.—Employment

TABLE A-1. Estimated total labor force classified by employment status, hours worked, and sex
(In thousands)

Employment status	Estimated number of persons 14 years of age and over ¹														1958	Annual average	
	1959															1958	1957 ²
	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.				
Total, both sexes																	
Total labor force.....	71,808	71,839	72,629	72,109	73,204	73,875	73,862	71,955	71,210	70,768	70,062	70,027	70,701	71,284	70,746		
Civilian labor force.....	69,276	69,310	70,103	69,577	70,667	71,338	71,324	69,405	68,639	68,159	67,471	67,430	68,061	68,647	67,946		
Unemployment.....	3,577	3,570	3,272	3,230	3,426	3,744	3,952	3,359	3,627	4,362	4,749	4,724	4,108	4,681	2,936		
Unemployment rate, seasonally adjusted ³	5.2	5.6	6.0	5.6	5.5	5.1	4.9	4.9	5.3	5.8	6.1	6.0	6.1	6.8	4.3		
Unemployed 4 weeks or less.....	1,833	1,846	1,607	1,539	1,567	1,773	2,274	1,405	1,382	1,365	1,600	1,861	1,706	1,833	1,485		
Unemployed 5-14 weeks.....	833	764	651	662	786	902	530	601	565	823	1,176	1,044	771	959	650		
Unemployed 15-34 weeks.....	250	276	288	293	250	251	250	263	253	629	509	444	328	438	240		
Unemployed over 36 weeks.....	381	356	333	340	250	303	387	515	675	767	727	557	520	785	321		
Employment.....	65,699	65,640	66,831	66,347	67,241	67,594	67,342	66,016	65,012	63,828	62,722	62,706	63,973	63,966	65,011		
Nonagricultural.....	60,888	60,040	60,707	60,105	60,884	60,769	60,111	59,608	59,163	58,625	58,030	58,013	59,102	58,122	58,789		
Worked 35 hours or more.....	48,455	48,877	45,800	31,869	45,797	44,863	47,627	47,935	47,287	46,292	44,968	45,044	47,076	44,873	46,238		
Worked 15-34 hours.....	7,227	10,991	9,049	21,559	6,096	6,333	6,257	6,431	6,615	6,915	7,745	6,880	6,960	7,324	6,933		
Worked 1-14 hours.....	3,496	3,254	3,369	2,929	2,409	2,583	2,945	3,349	3,420	3,496	3,424	3,388	3,313	3,047	2,777		
With a job but not at work ⁴	1,707	1,920	2,490	3,450	6,009	6,890	3,283	1,891	1,939	1,920	1,894	1,801	1,753	2,876	2,821		
Agricultural.....	4,811	5,800	6,124	6,242	6,357	6,825	7,231	4,098	3,858	5,308	4,692	4,693	4,871	5,844	6,222		
Worked 35 hours or more.....	2,978	3,774	3,972	4,282	4,540	4,730	4,923	4,489	3,858	3,226	2,677	2,772	2,845	3,827	4,197		
Worked 15-34 hours.....	1,175	1,307	1,531	1,393	1,230	1,471	1,700	1,455	1,387	1,273	1,217	1,132	1,266	1,361	1,413		
Worked 1-14 hours.....	474	373	468	441	387	428	455	348	425	523	479	504	522	457	416		
With a job but not at work ⁴	186	144	154	125	202	195	152	117	179	181	318	285	238	199	196		
Males																	
Total labor force.....	48,778	48,729	49,045	49,110	50,230	50,684	50,385	48,945	48,653	48,360	48,073	47,981	48,190	48,802	48,640		
Civilian labor force.....	46,278	46,232	46,551	46,610	47,725	48,179	47,879	46,427	46,114	45,813	45,514	45,417	45,601	46,197	45,882		
Unemployment.....	2,405	2,370	2,007	2,022	2,138	2,315	2,403	2,085	2,317	2,971	3,359	3,282	2,902	3,155	1,863		
Employment.....	43,873	43,863	44,544	44,588	45,587	45,863	45,476	44,342	43,798	42,842	42,156	42,135	42,699	43,042	43,989		
Nonagricultural.....	39,744	39,337	39,762	39,764	40,337	40,493	39,942	38,991	38,668	38,338	37,997	37,981	38,464	38,240	38,932		
Worked 35 hours or more.....	33,645	33,730	31,987	23,179	32,653	31,966	34,003	33,630	33,049	32,307	31,433	32,005	32,423	31,390	32,546		
Worked 15-34 hours.....	3,466	5,954	4,594	13,046	2,933	3,221	2,912	2,953	3,157	3,330	3,882	3,434	3,418	3,736	3,461		
Worked 1-14 hours.....	1,468	1,363	1,437	1,244	1,043	1,236	1,292	1,540	1,551	1,504	1,456	1,399	1,414	1,329	1,197		
With a job but not at work ⁴	1,180	1,291	1,743	2,296	3,005	4,071	1,735	1,167	1,139	1,194	1,230	1,143	1,210	1,784	1,748		
Agricultural.....	4,128	4,526	4,782	4,824	5,050	5,369	5,535	5,081	4,900	4,505	4,165	4,154	4,235	4,802	4,707		
Worked 35 hours or more.....	2,729	3,306	3,481	3,681	3,932	4,093	4,255	3,933	3,545	3,001	2,509	2,582	2,644	3,413	3,716		
Worked 15-34 hours.....	845	800	861	750	647	792	850	790	808	806	928	854	833	857	842		
Worked 1-14 hours.....	388	284	298	281	201	312	265	294	283	328	311	289	312	308	290		
With a job but not at work ⁴	177	137	142	111	182	174	124	65	155	172	303	270	216	179	171		
Females																	
Total labor force.....	23,030	23,110	23,584	22,999	22,974	23,191	23,477	23,010	22,557	22,408	21,969	22,046	22,510	22,482	22,907		
Civilian labor force.....	22,908	23,078	23,552	22,967	22,942	23,159	23,445	22,978	22,525	22,376	21,957	22,013	22,479	22,451	22,964		
Unemployment.....	1,172	1,301	1,265	1,209	1,288	1,429	1,579	1,304	1,310	1,391	1,391	1,442	1,206	1,526	1,043		
Employment.....	21,826	21,777	22,287	21,759	21,654	21,731	21,866	21,674	21,214	20,985	20,566	20,571	21,273	20,924	21,921		
Nonagricultural.....	21,144	20,703	20,945	20,341	20,347	20,276	20,170	20,317	20,265	20,287	20,039	20,032	20,638	19,882	19,887		
Worked 35 hours or more.....	14,809	13,145	13,810	5,689	13,145	12,897	13,622	14,305	14,229	13,985	13,534	14,039	14,533	13,483	13,692		
Worked 15-34 hours.....	3,781	5,038	4,454	8,812	3,133	3,114	3,627	3,478	3,458	3,586	3,863	3,446	3,542	3,589	3,631		
Worked 1-14 hours.....	2,028	1,891	1,933	1,884	1,365	1,447	1,554	1,809	1,869	1,992	1,968	1,899	1,900	1,793	1,580		
With a job but not at work ⁴	527	628	747	1,154	2,704	2,819	1,548	723	699	725	673	658	544	1,093	1,073		
Agricultural.....	683	1,074	1,343	1,418	1,307	1,455	1,696	1,358	949	698	527	539	635	1,042	1,184		
Worked 35 hours or more.....	249	467	491	600	608	640	668	556	314	225	168	190	201	414	482		
Worked 15-34 hours.....	330	507	670	641	581	680	842	696	519	367	290	278	333	504	671		
Worked 1-14 hours.....	94	92	170	161	95	116	160	84	92	95	54	56	80	104	107		
With a job but not at work ⁴	9	8	11	14	21	21	29	22	25	10	15	15	21	20	25		

¹ Estimates are based on information obtained from a sample of households and are subject to sampling variability. Data relate to the calendar week ending nearest the 15th day of the month. The employed total includes all wage and salary workers, self-employed persons, and unpaid workers in family-operated enterprises. Persons in institutions are not included.

² Because of rounding, sums of individual items do not necessarily equal totals.

³ Survey week contained legal holiday.

⁴ Beginning with January 1957, 2 groups numbering between 200,000 and 300,000 which were formerly classified as employed (under "with a job but not at work") were assigned to different classifications, mostly to the unemployed. For full explanation, see Monthly Report on the Labor Force, February 1957 (Current Population Reports, Labor Force, Series P-87, No. 176).

⁵ Unemployment as a percent of labor force.

⁶ Includes persons who had a job or business but who did not work during the survey week because of illness, bad weather, vacation, or labor dispute. Prior to January 1957, also included were persons on layoff with definite instructions to return to work within 30 days of layoff and persons who had new jobs to which they were scheduled to report within 30 days. Most of the persons in these groups have, since that time, been classified as unemployed.

Note: For a description of these series, see Explanatory Notes (in Employment and Earnings, U.S. Department of Labor, Bureau of Labor Statistics, current issues).

TABLE A-2. Employees in nonagricultural establishments, by industry¹

[In thousands]

Industry	1959												1958	Annual average	
	Dec. ¹	Nov. ¹	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1958	1957
Total employees.....	53,564	52,740	52,569	52,648	52,066	52,343	52,580	51,982	51,430	50,878	50,315	50,310	51,935	50,543	52,162
Mining.....	664	658	621	620	639	710	713	701	694	688	693	704	713	721	699
Metal.....	72.5	68.4	46.5	46.7	62.0	97.4	97.7	96.5	95.7	93.5	93.5	93.6	93.4	93.1	111.3
Iron.....	3.10	9.7	9.7	10.6	35.2	35.4	34.9	33.9	32.5	31.1	30.9	30.3	30.8	30.8	38.9
Copper.....	8.7	8.7	8.9	20.1	31.0	31.1	30.7	30.5	29.3	30.5	30.2	30.2	30.2	32.6	32.6
Lead and zinc.....	11.6	11.4	11.5	12.9	12.7	12.6	12.3	12.3	12.5	12.5	12.7	12.7	12.7	12.9	16.7
Anthracite.....	15.9	16.0	15.6	15.4	17.1	15.3	15.1	15.3	16.4	18.1	19.5	19.6	20.3	28.4	28.4
Bituminous coal.....	170.4	162.4	145.4	136.3	135.8	171.3	177.9	176.4	176.2	179.6	188.2	192.4	192.2	195.2	230.0
Crude-petroleum and natural-gas production.....	296.9	298.6	306.0	309.7	310.7	308.7	301.1	297.0	293.9	292.2	296.3	300.7	302.6	306.2	326.2
Petroleum and natural-gas production (except contract services).....	177.7	178.4	181.8	183.7	184.0	182.8	179.5	179.8	176.7	180.2	181.1	182.7	188.0	193.8	193.8
Nonmetallic mining and quarrying.....	111.1	114.4	114.2	115.2	115.7	113.8	113.2	112.3	109.6	104.3	101.4	102.6	107.9	109.3	113.3
Contract construction.....	2,677	2,852	2,961	3,043	3,107	3,035	2,966	2,834	2,663	2,417	2,256	2,343	2,450	2,648	2,806
Nonbuilding construction.....	588	634	660	688	687	685	650	671	672	672	619	627	606	609	586
Highway and street construction.....	270.9	309.5	329.5	347.2	343.0	335.0	310.8	284.9	254.9	194.0	164.3	175.7	217.0	256.0	290.1
Other nonbuilding construction.....	317.4	324.0	330.5	340.4	344.1	350.0	339.8	315.8	277.6	254.6	251.6	250.0	313.2	335.6	335.6
Building construction.....	2,264	2,327	2,383	2,419	2,348	2,301	2,184	2,091	1,945	1,837	1,906	1,980	2,070	2,222	2,222
General contractors.....	706.9	801.6	827.7	849.5	826.7	824.0	771.1	742.3	671.8	623.8	650.8	677.8	730.6	809.3	809.3
Special-trade contractors.....	1,497.1	1,524.9	1,555.2	1,569.8	1,511.3	1,477.2	1,407.6	1,348.5	1,273.2	1,213.2	1,255.3	1,302.5	1,329.6	1,352.7	1,352.7
Plumbing and heating.....	312.6	322.6	329.1	330.8	323.5	314.0	305.3	301.6	292.6	287.6	295.8	308.6	303.6	321.7	321.7
Painting and decorating.....	222.0	228.4	239.9	246.9	239.9	217.7	199.4	174.4	154.0	141.5	147.8	163.8	169.6	164.2	164.2
Electrical work.....	178.3	181.1	185.1	184.2	179.1	176.5	169.6	161.6	160.4	168.6	170.9	177.4	173.2	188.9	188.9
Other special-trade contractors.....	784.2	792.8	801.1	807.9	768.8	769.0	733.3	710.9	666.2	618.8	640.8	682.7	682.2	677.9	677.9
Manufacturing.....	16,398	16,246	16,197	16,367	16,169	16,410	16,455	16,187	16,024	15,969	15,771	15,749	15,749	15,468	16,782
Durable goods.....	9,499	9,282	9,168	9,225	9,058	9,523	9,581	9,443	9,314	9,217	9,090	8,990	8,989	8,743	9,821
Nondurable goods.....	6,899	6,964	7,029	7,142	7,111	6,887	6,874	6,744	6,720	6,752	6,711	6,684	6,760	6,726	6,961
Durable goods.....	148.2	147.2	145.3	145.2	142.3	142.4	139.7	138.3	137.7	138.1	137.2	137.3	136.1	126.7	129.7
Ordinance and accessories.....	637.4	667.4	679.9	687.9	696.0	694.4	691.8	660.5	634.5	617.8	601.8	612.4	630.3	621.7	654.6
Lumber and wood products (except furniture).....	106.4	107.7	108.4	114.6	115.3	112.1	96.1	83.6	81.8	75.1	81.4	89.4	86.2	87.1	87.1
Sawmills and planing mills.....	323.0	329.0	332.9	333.2	330.4	330.9	321.9	313.7	304.8	300.1	302.7	300.7	311.0	331.6	331.6
Millwork, plywood, and prefabricated structural wood products.....	138.8	142.6	145.5	147.4	147.0	145.9	140.9	136.1	131.5	128.5	130.2	132.8	127.1	128.7	128.7
Wooden containers.....	42.5	43.5	43.7	43.2	44.8	45.6	45.1	44.4	44.0	43.8	44.3	44.8	44.7	49.7	49.7
Miscellaneous wood products.....	56.7	57.1	57.4	57.6	56.9	57.3	56.5	56.7	56.4	54.3	54.3	53.5	53.7	57.8	57.8
Furniture and fixtures.....	389.9	388.1	391.9	392.0	386.3	382.2	384.1	380.2	379.0	377.9	378.7	374.4	369.8	357.9	375.6
Household furniture.....	285.6	285.9	284.6	280.1	276.6	277.0	276.3	276.4	276.0	276.0	275.3	272.4	267.5	257.1	268.9
Office, public-building, and professional furniture.....	47.0	47.7	48.1	48.0	45.8	46.2	44.9	44.9	44.9	44.9	44.4	44.6	44.8	43.8	48.0
Partitions, shelving, lockers, and fixtures.....	32.6	33.7	33.8	33.4	33.5	33.6	34.3	33.6	33.1	33.7	34.1	34.2	34.5	37.9	37.9
Screens, blinds, and miscellaneous furniture and fixtures.....	22.9	24.6	25.5	24.8	24.3	25.3	24.7	24.1	23.9	23.3	23.3	23.3	22.5	23.8	23.8
Stone, clay, and glass products.....	553.7	561.3	561.6	572.8	571.5	565.7	566.1	553.7	543.6	531.2	509.7	507.2	519.0	514.5	552.5
Flat glass.....	36.2	36.7	34.7	34.1	32.7	33.1	33.1	33.1	33.6	33.6	34.1	33.5	33.3	27.3	34.7
Glass and glassware, pressed or blown.....	103.4	99.2	104.5	102.9	100.9	103.1	100.9	98.9	97.1	95.2	93.7	98.0	95.5	98.8	98.8
Glass products made of purchased glass.....	18.9	18.6	18.6	18.1	17.9	17.8	17.7	17.8	18.2	17.6	17.4	17.3	16.3	17.9	17.9
Cement, hydraulic.....	41.9	41.1	43.2	43.6	43.5	43.2	42.6	42.6	42.0	38.5	39.4	41.7	42.0	42.0	42.0
Structural clay products.....	77.2	77.6	77.6	78.7	78.4	78.3	78.9	74.7	71.2	68.9	70.1	74.2	73.1	80.4	80.4
Pottery and related products.....	49.9	50.1	50.2	49.7	49.4	49.4	47.2	46.0	45.8	45.2	44.6	45.1	43.9	49.8	49.8
Concrete, gypsum, and plaster products.....	118.4	121.8	125.4	126.2	123.5	122.5	119.1	115.2	110.2	107.5	107.1	110.1	108.8	112.6	112.6
Cut-stone and stone products.....	18.0	18.2	18.4	18.5	18.4	18.2	18.1	17.8	17.8	17.5	17.9	18.3	18.3	19.0	19.0
Miscellaneous nonmetallic mineral products.....	97.4	98.3	100.2	99.7	101.0	100.5	99.1	97.6	96.7	94.6	93.5	93.0	89.3	97.9	97.9
Primary metal industries.....	1,239.0	1,185.6	823.9	834.1	856.2	1,296.1	1,291.4	1,272.8	1,266.0	1,231.4	1,194.9	1,165.5	1,155.4	1,104.4	1,300.7
Blast furnaces, steel works, and rolling mills.....	586.2	222.8	229.0	242.2	630.8	651.8	643.4	633.5	618.4	591.7	590.3	564.2	536.7	642.7	642.7
Iron and steel foundries.....	219.0	226.9	228.3	226.7	230.1	231.4	226.5	225.3	220.0	215.0	210.8	208.2	197.4	333.8	333.8
Primary smelting and refining of nonferrous metals.....	44.5	44.9	45.2	55.7	56.9	55.3	54.9	54.1	54.7	54.9	54.9	55.1	55.2	68.1	68.1
Secondary smelting and refining of nonferrous metals.....	12.0	11.9	12.0	12.8	12.5	12.5	12.3	12.2	12.1	12.0	11.9	11.8	11.5	13.2	13.2
Rolling, drawing, and alloying of nonferrous metals.....	116.2	117.0	117.6	117.1	119.4	119.6	117.9	115.2	112.6	110.2	110.2	110.0	105.5	115.3	115.3
Nonferrous foundries.....	66.3	67.6	66.1	64.6	64.1	64.8	64.4	64.1	63.6	62.9	62.4	62.1	67.7	71.4	71.4
Miscellaneous primary metal industries.....	141.4	132.8	135.9	137.1	152.3	155.0	153.4	151.6	150.0	148.2	146.0	144.0	139.4	165.2	165.2

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

Industry	1959												1958	Annual average	
	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1958	1957
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Fabricated metal products (except ordnance, machinery, and transportation equipment).....	1,084.4	1,045.9	1,051.6	1,062.6	1,055.9	1,064.1	1,102.0	1,067.2	1,074.1	1,063.3	1,049.2	1,032.8	1,057.6	1,029.9	1,132.3
Tin cans and other tinware.....	155.8	166.7	165.4	164.7	162.8	163.1	161.0	160.0	161.0	162.2	166.8	165.6	165.3	166.2	169.1
Cutlery, handtools, and hardware.....	124.2	130.1	138.5	134.7	132.4	136.4	136.4	134.5	134.5	135.6	135.2	136.1	136.2	128.3	144.9
Heating apparatus (except electric) and plumbers' supplies.....	116.7	120.6	121.7	120.6	116.6	118.7	116.9	116.0	116.0	113.6	113.1	109.0	109.2	109.3	110.0
Fabricated structural metal products.....	275.0	263.2	273.7	278.8	303.1	301.6	296.0	291.5	285.8	283.2	288.0	294.8	303.0	325.2	325.2
Metal stamping, coating, and engraving.....	227.6	237.2	230.2	219.6	228.0	233.5	231.9	229.2	228.7	224.1	227.1	226.4	226.4	210.7	245.3
Lighting fixtures.....	49.8	51.4	51.3	49.7	48.6	48.8	49.1	48.9	48.5	48.0	48.2	48.2	48.2	44.7	51.4
Fabricated wire products.....	86.6	84.4	84.8	82.8	86.0	87.7	87.4	87.6	87.3	86.7	86.8	86.8	85.8	82.4	89.0
Miscellaneous fabricated metal products.....	140.2	138.0	138.0	135.4	137.6	142.2	139.3	137.6	137.6	134.6	132.1	132.1	131.7	123.3	137.4
Machinery (except electrical).....	1,654.1	1,627.6	1,638.5	1,655.3	1,624.6	1,633.9	1,644.9	1,622.7	1,593.2	1,576.7	1,550.4	1,513.8	1,493.9	1,401.2	1,737.9
Engines and turbines.....	104.3	105.7	106.4	103.6	104.1	105.1	104.2	103.4	100.4	100.4	99.2	97.2	96.4	93.1	96.4
Agricultural machinery and tractors.....	142.2	151.4	167.5	158.9	151.3	173.0	171.3	161.3	158.8	153.2	132.7	123.0	123.0	134.9	148.4
Construction and mining machinery.....	125.2	126.3	132.6	132.1	135.6	136.2	133.7	129.7	128.0	125.6	123.7	120.2	122.0	122.0	153.1
Metalworking machinery.....	251.8	247.9	246.5	239.9	239.3	239.4	235.9	233.6	230.0	224.5	220.6	218.5	218.5	223.7	267.6
Special-industry machinery (except metalworking machinery).....	171.6	169.8	170.3	166.8	165.9	165.2	163.0	161.7	160.8	158.9	157.3	156.1	156.6	151.9	181.8
General industrial machinery.....	228.6	229.5	229.4	230.3	226.2	225.5	221.2	218.1	214.9	213.8	213.0	213.0	213.0	220.1	254.8
Office and store machines and devices.....	136.9	136.0	134.5	132.4	129.8	132.6	131.7	131.4	130.3	129.5	129.0	130.6	128.9	124.9	137.7
Service-industry and household machines.....	183.4	186.3	185.7	185.7	186.3	187.2	186.2	184.5	184.3	181.7	177.7	173.6	173.6	168.9	189.0
Miscellaneous machinery parts.....	283.6	283.6	282.4	274.9	275.3	279.7	275.5	272.5	269.2	264.4	261.9	261.6	262.0	252.0	289.6
Electrical machinery.....	1,312.0	1,306.9	1,311.2	1,301.8	1,260.6	1,241.6	1,232.6	1,207.4	1,180.6	1,183.7	1,177.9	1,170.1	1,166.2	1,118.8	1,223.3
Electrical generating, transmission, distribution, and industrial apparatus.....	411.0	413.1	416.9	411.4	407.0	405.6	398.2	390.1	386.1	383.4	384.9	381.0	373.8	420.2	420.2
Electrical appliances.....	39.4	40.3	39.7	37.9	37.9	37.0	37.0	36.6	36.3	35.4	35.4	35.9	35.9	34.6	40.9
Insulated wire and cable.....	28.8	28.7	28.0	27.7	26.9	27.9	27.9	28.1	27.9	28.0	28.2	28.0	28.0	25.4	27.2
Electrical equipment for vehicles.....	69.9	73.5	72.5	61.3	68.6	69.8	69.7	70.5	70.1	70.2	65.7	65.2	61.8	76.2	76.2
Electric lamps.....	29.5	29.3	28.6	27.7	27.5	27.4	26.9	26.6	26.2	26.1	26.1	26.0	26.0	26.4	30.2
Communication equipment.....	677.3	675.2	664.4	645.3	625.8	615.8	599.8	590.2	589.6	586.8	583.0	582.5	581.4	451.4	679.8
Miscellaneous electrical products.....	51.0	51.1	51.7	49.3	48.9	49.1	47.6	47.5	47.5	48.0	48.0	46.8	46.7	48.7	49.8
Transportation equipment.....	1,628.9	1,622.4	1,622.4	1,628.4	1,619.8	1,602.8	1,703.7	1,710.4	1,705.9	1,702.1	1,679.4	1,688.7	1,681.4	1,602.8	1,878.1
Motor vehicles and equipment.....	581.1	784.2	758.7	679.1	744.3	754.2	754.7	747.4	744.6	721.3	732.7	716.8	716.8	788.3	788.3
Aircraft and parts.....	708.7	717.4	730.5	732.4	735.6	735.3	741.4	748.1	753.0	757.2	756.8	767.4	767.4	861.7	861.7
Aircraft.....	412.3	418.4	429.2	433.0	433.4	434.0	442.0	448.4	452.0	455.8	456.7	462.0	462.0	487.2	522.3
Aircraft engines and parts.....	144.9	145.2	145.8	144.0	146.8	146.6	146.4	146.9	147.9	148.8	148.8	152.0	152.0	162.6	179.1
Aircraft propellers and parts.....	12.5	13.9	14.1	14.0	14.3	14.4	14.5	14.8	15.2	15.1	15.1	15.1	15.1	18.3	20.6
Other aircraft parts and equipment.....	139.0	139.9	141.4	141.4	141.1	140.3	138.5	138.0	137.9	137.5	136.6	137.6	137.6	129.5	139.8
Ship and boat building and repairing.....	135.8	131.1	131.3	140.7	144.6	148.0	150.0	149.2	146.3	143.3	144.8	142.3	144.8	144.8	148.8
Shipbuilding and repairing.....	113.3	109.7	111.1	121.2	123.3	124.2	129.8	125.5	124.4	122.1	124.7	122.4	122.4	125.3	129.9
Boatbuilding and repairing.....	22.5	21.4	20.2	19.5	21.3	23.8	24.2	23.7	21.9	21.2	20.1	19.9	19.9	21.9	21.9
Railroad equipment.....	46.9	48.8	53.9	56.9	57.7	55.8	54.2	51.3	48.8	48.3	46.3	45.8	45.8	30.9	71.8
Other transportation equipment.....	10.4	10.9	11.0	10.7	10.6	10.4	10.1	9.9	9.7	9.3	8.7	9.1	9.1	9.0	9.7
Instruments and related products.....	354.2	352.8	351.8	349.8	343.4	339.2	339.2	332.5	329.6	328.7	325.2	320.7	320.2	315.2	337.9
Laboratory, scientific, and engineering instruments.....	67.6	67.2	66.4	65.7	65.3	63.9	63.0	62.1	61.2	60.4	59.5	58.7	58.1	65.1	65.1
Mechanical measuring and controlling instruments.....	96.6	97.4	96.7	94.9	94.3	94.6	90.5	86.6	90.3	88.5	86.0	85.6	83.9	90.9	90.9
Optical instruments and lenses.....	17.1	16.9	16.4	15.8	15.3	15.0	15.1	15.3	15.3	15.1	15.0	15.0	15.0	14.0	13.9
Surgical, medical, and dental instruments.....	44.1	43.7	43.6	42.8	42.0	43.5	42.9	42.7	42.4	42.3	42.3	42.1	41.5	42.6	42.6
Ophthalmic goods.....	28.1	27.6	27.5	26.4	25.6	25.7	25.5	25.2	24.9	24.6	24.3	24.0	23.7	23.7	23.7
Photographic apparatus.....	66.8	65.9	66.1	66.0	65.7	65.0	64.4	64.2	63.9	63.8	64.1	64.9	65.6	70.0	70.0
Watches and clocks.....	32.3	33.1	33.1	31.8	31.0	31.5	31.1	30.5	30.7	30.5	29.8	29.9	29.8	30.8	30.8
Miscellaneous manufacturing industries.....	496.9	515.7	522.3	517.7	501.2	480.7	485.2	478.8	471.0	466.2	457.8	447.0	459.3	459.9	490.0
Jewelry, silverware, and plated ware.....	48.0	48.0	46.8	45.6	44.3	45.2	45.1	44.6	44.0	43.0	42.0	41.5	41.5	44.4	46.3
Musical instruments and parts.....	19.8	19.8	19.1	18.4	15.5	15.7	17.6	17.7	17.7	17.6	17.3	17.3	17.3	16.4	18.2
Toys and sporting goods.....	94.3	100.3	99.2	94.0	89.1	87.5	82.8	79.0	74.7	70.8	65.0	71.6	81.7	90.6	90.6
Pens, pencils, other office supplies.....	32.0	32.3	32.1	31.6	31.1	30.8	30.4	30.4	30.0	29.1	29.0	29.4	30.7	32.0	32.0
Costume jewelry, buttons, notions.....	62.2	63.3	62.0	60.4	59.4	59.5	58.6	58.0	57.7	56.0	55.0	54.0	54.0	58.2	61.4
Fabricated plastics products.....	97.0	97.1	96.3	93.8	91.5	92.1	91.4	90.9	89.8	88.2	86.6	87.9	84.0	94.0	94.0
Other manufacturing industries.....	162.4	161.5	161.2	155.5	152.8	154.4	151.1	150.3	149.0	147.1	144.3	143.3	144.5	150.0	150.0
<i>Non-durable goods</i>															
Food and kindred products.....	1,436.0	1,450.4	1,526.9	1,614.8	1,630.9	1,516.0	1,479.2	1,417.3	1,399.9	1,383.3	1,377.5	1,384.8	1,438.6	1,476.4	1,806.8
Meat products.....	304.5	294.6	291.1	311.0	306.3	305.8	302.9	296.5	300.2	300.7	304.3	312.2	307.0	326.2	326.2
Dairy products.....	92.3	95.2	100.9	103.3	104.3	104.4	98.7	95.7	95.3	92.1	91.6	93.5	93.5	96.8	104.9
Canning and preserving.....	212.1	260.1	362.0	350.3	293.7	214.2	186.6	181.2	166.3	161.7	161.3	161.1	161.1	220.4	226.3
Grain-mill products.....	110.3	113.0	115.4	115.2	114.9	115.6	113.5	111.7	113.3	113.3	113.3	112.2	113.5	114.3	114.3
Bakery products.....	290.0	280.1	289.2	290.0	286.8	284.6	281.8	280.0	280.8	280.5	282.3	282.3	284.3	287.2	287.2
Sugar.....	46.2	43.1	29.2	27.7	26.2	25.9	25.0	25.7	25.7	26.6	30.5	41.0	31.4	31.3	31.3
Confectionery and related products.....	78.6	79.1	77.7	73.6	68.3	71.0	68.6	69.7	70.4	73.0	74.3	79.0	73.4	77.5	77.5
Beverages.....	211.1	215.2	220.5	220.3	217.9	216.4	208.8	206.2	199.6	196.1	196.2	202.5	207.0	209.9	209.9
Miscellaneous food products.....	135.3	137.5	138.8	139.5	137.6	141.3	136.4	135.4	133.7	133.8	136.2	134.8	137.3	137.7	137.7

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry ¹—Continued

Industry	[In thousands]												1938	Annual average	
	1939													1938	1937
	Dec. ²	Nov. ³	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.			
Manufacturing—Continued															
Nondurable goods—Continued															
Tobacco manufactures.....	88.7	92.6	103.1	108.8	99.9	77.3	79.9	79.2	79.9	82.0	86.4	88.9	93.3	90.4	94.1
Cigarettes.....	38.1	37.7	37.7	37.9	35.7	37.5	37.1	37.1	37.1	37.4	37.3	37.1	37.0	36.4	34.6
Cigars.....	27.4	27.4	27.1	28.8	23.7	27.0	27.1	27.2	27.2	27.2	27.4	27.3	28.7	29.1	32.6
Tobacco and snuff.....	6.4	6.4	6.7	6.8	6.8	6.9	6.7	6.6	6.6	6.4	6.4	6.4	6.6	6.6	6.6
Tobacco stemming and re-drying.....	20.7	31.6	37.3	28.4	9.1	8.5	8.3	9.0	10.9	15.3	18.1	21.1	21.1	18.4	20.3
Textile-mill products.....	963.3	968.2	978.5	983.1	980.1	994.7	978.1	965.4	960.3	957.7	950.7	946.1	953.1	941.5	1,004.8
Scouring and combing plants.....	5.3	5.6	5.7	5.8	5.8	5.8	5.7	5.6	5.5	5.3	5.3	5.4	5.5	5.2	5.5
Yarn and thread mills.....	108.8	110.3	111.7	111.7	111.2	112.0	110.5	109.8	109.2	108.2	108.2	108.6	109.8	108.2	116.0
Broad-woven fabric mills.....	398.8	399.9	400.4	399.8	395.7	396.1	397.8	397.1	396.7	396.0	396.2	396.2	399.8	399.9	428.7
Narrow fabrics and small wares.....	29.3	29.5	29.9	29.8	29.8	30.2	29.7	29.6	29.6	29.3	29.1	28.7	28.8	27.5	28.1
Knitting mills.....	224.6	228.4	230.2	230.6	221.3	224.9	220.2	216.0	212.8	209.3	203.6	210.1	207.0	214.5	214.5
Dyeing and finishing textiles.....	89.4	89.4	89.5	89.0	88.0	89.6	88.4	88.2	87.7	86.9	86.0	86.4	86.4	84.9	88.4
Carpets, rugs, other floor coverings.....	46.0	46.7	46.5	45.6	45.6	45.7	46.5	47.3	48.0	47.5	46.7	46.3	44.8	44.8	51.5
Hats (except cloth and millinery).....	9.7	9.6	10.2	10.3	9.8	10.2	10.1	9.8	10.0	10.2	10.0	9.9	10.1	10.6	10.6
Miscellaneous textile goods.....	56.3	59.1	59.0	57.5	57.1	57.7	56.6	57.0	56.7	56.2	56.9	56.8	53.9	60.5	
Apparel and other finished textile products.....	1,230.7	1,237.9	1,232.3	1,239.1	1,234.7	1,178.6	1,200.2	1,185.6	1,183.7	1,214.2	1,207.3	1,180.4	1,183.8	1,156.3	1,198.6
Men's and boys' suits and coats.....	114.2	113.5	114.0	113.5	104.6	113.3	110.6	109.2	110.6	109.7	109.1	109.0	107.3	117.6	
Men's and boys' furnishings and work clothing.....	352.6	351.2	351.4	348.7	339.0	340.5	333.0	328.9	327.5	322.3	315.9	316.4	311.3	316.5	
Women's outerwear.....	344.6	336.0	343.6	348.8	330.5	339.7	338.9	338.2	339.4	339.6	346.7	346.8	339.7	342.1	
Women's, children's undergarments.....	124.0	124.0	122.6	120.6	112.7	116.8	116.1	117.7	118.1	117.2	115.1	115.8	114.1	119.6	
Millinery.....	17.1	18.6	18.7	19.6	18.6	13.7	14.0	17.0	22.8	22.1	20.6	18.5	17.9	18.7	
Children's outerwear.....	72.6	72.4	74.4	76.4	74.5	76.8	73.7	71.2	73.1	77.8	76.1	73.5	73.6	74.0	
Fur goods.....	9.1	9.8	9.5	8.4	10.0	9.9	9.3	8.7	9.0	8.7	9.4	10.6	10.7	10.4	
Miscellaneous apparel and accessories.....	62.9	64.2	64.2	62.9	57.7	60.7	58.5	58.5	58.7	58.0	56.1	56.1	56.7	59.2	
Other fabricated textile products.....	140.8	142.6	140.7	135.8	131.0	131.8	131.5	134.3	133.0	130.5	126.1	124.2	125.0	130.6	
Paper and allied products.....	562.0	563.9	566.2	571.8	566.2	561.3	565.0	556.2	553.1	550.6	549.6	548.8	551.0	547.1	566.3
Pulp, paper, and paperboard mills.....	272.7	273.9	278.2	277.7	276.9	277.9	272.6	270.9	269.9	270.2	270.2	270.2	270.2	269.4	277.4
Paperboard containers and boxes.....	157.8	158.0	158.0	154.6	151.7	153.8	151.1	150.4	150.1	149.7	150.2	150.2	152.6	146.6	155.3
Other paper and allied products.....	133.4	134.3	135.6	133.9	132.7	133.3	132.6	131.8	131.2	129.8	128.4	128.3	128.3	133.6	
Printing, publishing, and allied industries.....	888.3	886.3	886.0	882.0	871.0	864.8	862.8	859.1	858.6	857.8	853.2	851.3	857.4	852.2	857.9
Newspapers.....	326.9	327.6	326.3	324.7	323.6	322.0	320.4	319.0	317.9	317.1	316.4	316.1	316.4	318.0	
Periodicals.....	64.5	65.0	63.7	61.7	60.9	60.6	60.9	61.8	62.0	61.8	61.9	61.7	61.8	61.7	
Books.....	59.7	59.6	59.5	58.9	57.1	57.1	57.1	57.5	56.7	56.4	56.2	56.1	55.0	55.5	
Commercial printing.....	228.7	228.0	227.3	223.2	222.9	222.6	220.4	221.7	222.5	220.3	220.5	221.7	220.7	223.9	
Lithographing.....	67.9	67.5	67.3	66.2	65.6	66.0	66.2	66.1	65.9	65.3	65.1	66.8	65.7	66.7	
Greeting cards.....	23.1	22.3	22.1	21.3	20.9	20.8	20.0	18.9	19.0	19.7	19.6	20.5	20.0	19.8	
Bookbinding and related industries.....	46.9	47.6	47.7	47.2	45.8	46.0	46.1	46.0	45.3	44.6	44.3	44.4	44.5	46.1	
Miscellaneous publishing and printing services.....	68.6	68.4	68.1	67.8	68.0	67.7	67.9	67.9	68.5	68.0	67.4	68.1	68.4	69.8	
Chemicals and allied products.....	802.6	802.4	801.1	800.8	804.2	847.8	843.2	844.4	846.4	837.7	827.9	823.5	823.7	820.9	844.8
Industrial inorganic chemicals.....	104.0	103.6	104.2	104.1	103.6	102.2	101.6	101.4	101.1	100.7	100.0	100.0	99.9	102.2	108.2
Industrial organic chemicals.....	332.2	330.8	332.1	332.8	330.2	326.7	322.2	319.9	317.7	314.9	313.6	312.8	310.6	323.6	
Drugs and medicines.....	104.8	104.4	104.9	104.9	104.8	103.2	101.4	103.6	103.6	103.6	103.6	103.6	103.6	102.9	100.0
Soap, cleaning and polishing preparations.....	51.4	51.5	51.9	51.6	51.0	50.9	50.6	50.7	50.4	50.3	50.2	50.3	49.3	50.0	
Paints, pigments, and fillers.....	76.5	77.1	75.7	76.6	76.2	75.9	75.7	74.8	74.1	73.7	73.8	73.7	73.0	75.4	
Gum and wood chemicals.....	7.7	7.8	7.8	7.7	7.8	7.5	7.7	7.6	7.6	7.5	7.5	7.6	7.8	8.5	
Fertilizers.....	34.0	34.8	35.0	32.4	31.6	34.1	45.6	46.4	41.9	36.7	35.2	33.2	35.6	35.8	
Vegetable and animal oils and fats.....	43.6	43.9	41.7	38.0	37.3	37.6	37.7	38.8	39.2	39.6	40.8	41.7	38.5	40.8	
Miscellaneous chemicals.....	108.2	107.2	107.5	106.1	105.3	105.1	103.9	103.2	101.7	100.6	99.1	101.5	101.0	102.8	
Products of petroleum and coal.....	226.7	228.9	229.7	231.7	229.9	237.5	238.3	237.2	236.6	236.4	227.2	232.3	233.6	238.2	248.5
Petroleum refining.....	182.9	184.0	185.4	183.2	180.3	180.2	189.5	188.9	189.0	181.5	186.6	187.5	192.1	196.1	
Coke, other petroleum and coal products.....	46.0	45.7	46.3	48.7	48.2	48.1	47.7	47.7	47.4	45.7	45.7	46.1	46.1	50.4	
Rubber products.....	268.2	270.2	273.2	273.5	264.7	264.0	255.8	231.9	237.0	260.8	258.4	258.5	257.2	244.6	265.2
Tires and inner tubes.....	105.8	107.0	108.0	105.4	105.7	97.0	79.5	93.1	104.4	102.7	103.8	103.4	100.8	110.0	
Rubber footwear.....	23.7	23.3	23.2	22.7	22.5	22.3	21.8	17.2	21.4	21.8	21.2	21.2	20.9	21.9	
Other rubber products.....	140.7	142.9	142.3	136.6	134.8	138.5	130.6	126.7	135.0	134.4	133.8	132.6	122.9	133.3	
Leather and leather products.....	372.3	372.8	376.1	379.7	375.1	374.4	365.4	364.5	371.5	371.3	369.3	368.3	367.2	369.9	
Leather, tanned, curried, and finished.....	35.9	36.2	36.9	37.1	36.9	37.4	37.3	37.4	37.7	38.1	38.3	38.4	37.9	40.7	
Industrial leather belting and packing.....	5.0	5.1	5.2	5.2	5.0	5.1	5.0	4.8	4.7	4.7	4.6	4.5	4.1	4.8	
Boot and shoe cut stock and findings.....	19.4	18.9	18.9	19.5	19.6	19.9	19.2	19.0	19.4	19.4	19.7	19.5	18.2	18.9	
Footwear (except rubber).....	246.5	244.7	248.8	253.3	252.2	252.2	245.9	244.6	249.1	250.7	249.0	248.2	238.1	243.8	
Luggage.....	15.8	16.2	16.1	15.7	15.5	15.3	15.3	15.3	14.8	14.8	14.8	15.3	15.0	15.6	
Handbags and small leather goods.....	33.4	34.1	33.2	32.2	30.2	28.8	27.5	28.8	31.5	31.8	30.8	31.9	29.9	30.1	
Gloves and miscellaneous leather goods.....	16.8	16.8	17.0	16.7	15.7	15.7	15.2	14.6	14.5	13.6	12.4	13.6	14.0	16.2	

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

Industry	1959												1958	Annual average	
	[In thousands]														
	Dec. 1	Nov. 1	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1958	1957
Transportation and public utilities.....	3,936	3,909	3,910	3,927	3,922	3,949	3,944	3,914	3,879	3,865	3,835	3,836	3,881	3,903	4,151
Transportation.....	2,594	2,568	2,568	2,574	2,562	2,589	2,602	2,576	2,542	2,531	2,499	2,498	2,538	2,531	2,741
Interstate railroads.....	898.0	893.0	893.0	896.1	892.4	896.4	897.8	895.7	892.9	893.4	890.9	892.8	893.0	903.6	1,125.4
Class I railroads.....	784.0	786.0	797.2	819.6	846.2	850.3	839.9	824.9	817.3	811.8	810.7	824.0	840.8	864.8	964.8
Local railroads and buslines.....	91.8	91.7	92.1	92.0	92.3	92.5	92.2	92.2	92.6	93.3	93.0	94.0	96.4	96.4	103.6
Trucking and warehousing.....	800.8	808.1	881.2	854.7	855.7	853.9	840.5	828.2	823.4	810.2	802.5	830.0	792.5	812.3	812.3
Other transportation and services.....	687.2	685.2	694.1	687.2	680.1	687.6	686.5	679.0	678.9	664.2	673.9	662.4	678.5	701.8	701.8
Buslines, except local.....	39.8	40.2	41.6	42.2	42.3	41.2	40.5	39.5	38.6	38.9	40.3	39.9	41.7	42.9	42.9
Air transportation (common carrier).....	150.7	150.2	149.2	148.0	146.6	145.4	143.3	142.8	141.7	140.1	140.6	140.3	140.7	140.3	144.6
Pipe-line transportation (except natural gas).....	24.7	24.8	25.2	25.6	25.9	25.6	25.0	24.9	25.0	24.9	24.9	25.1	25.8	26.8	26.8
Communication.....	741	741	741	746	748	750	744	742	742	743	744	747	771	810	810
Telephone.....	702.9	702.8	707.7	710.8	711.7	711.7	705.7	704.0	704.3	704.0	705.0	706.0	709.1	732.4	768.2
Telegraph.....	37.6	37.2	37.2	36.8	37.2	37.3	37.3	36.9	36.9	36.9	37.0	37.2	37.3	38.3	41.4
Other public utilities.....	601	600	601	607	612	610	598	596	595	592	593	594	596	601	600
Gas and electric utilities.....	576.8	577.5	583.6	588.2	585.7	584.7	573.1	571.8	568.9	570.6	571.5	573.8	578.5	577.2	577.2
Electric light and power utilities.....	254.8	255.0	258.1	260.2	256.2	254.9	252.2	254.9	254.3	252.5	254.1	254.3	254.9	258.3	258.7
Gas utilities.....	153.8	153.7	155.3	156.6	156.3	154.6	152.0	151.5	150.6	150.5	150.5	150.8	151.5	151.5	149.0
Electric light and gas utilities combined.....	168.2	168.8	170.2	171.4	170.0	161.9	166.2	166.0	165.6	166.0	166.4	167.4	167.8	169.5	169.5
Local utilities, not elsewhere classified.....	23.2	23.4	23.7	24.0	23.9	23.6	23.2	23.1	22.8	22.4	22.5	22.5	22.9	23.0	23.0
Wholesale and retail trade.....	12,284	11,721	11,551	11,464	11,360	11,324	11,352	11,234	11,136	11,083	10,990	11,052	11,976	11,141	11,362
Wholesale trade.....	3,154	3,140	3,121	3,097	3,081	3,069	3,054	3,026	3,024	3,019	3,025	3,025	3,065	3,013	3,065
Wholesalers, full-service and limited-function.....	1,869.4	1,858.3	1,847.9	1,836.0	1,820.6	1,813.2	1,790.9	1,784.0	1,775.6	1,775.7	1,778.2	1,778.2	1,801.0	1,782.4	1,772.1
Automotive.....	138.4	138.5	138.5	139.2	137.3	137.3	133.1	131.5	130.8	130.1	129.5	129.1	129.1	126.8	123.3
Groceries, food specialties, beer, wines, and liquors.....	330.1	314.0	311.2	305.3	305.5	306.6	304.8	305.6	306.3	308.3	307.4	312.6	303.1	303.4	303.4
Electrical goods, machinery, hardware, and plumbing equipment.....	454.6	454.5	452.9	453.8	452.0	449.2	443.1	442.0	439.8	438.8	438.9	440.5	439.2	437.1	437.1
Other full-service and limited-function wholesalers.....	956.3	951.3	945.4	937.7	925.8	921.7	910.2	904.9	900.6	898.5	899.4	918.8	893.2	888.3	888.3
Wholesale distributors, other.....	1,270.6	1,263.0	1,248.8	1,245.2	1,248.6	1,240.9	1,235.2	1,240.1	1,241.3	1,249.0	1,252.6	1,264.4	1,261.4	1,263.1	1,263.1
Retail trade.....	9,130	8,581	8,430	8,367	8,279	8,255	8,298	8,208	8,112	8,064	7,965	8,024	8,911	8,128	8,237
General merchandise stores.....	1,992.6	1,624.6	1,520.8	1,463.2	1,407.6	1,390.7	1,422.4	1,415.7	1,388.4	1,388.3	1,348.9	1,307.2	1,942.6	1,433.8	1,487.1
Department stores and general merchandise houses.....	1,050.1	976.7	931.0	905.5	898.7	913.2	905.9	893.0	890.0	870.0	868.9	908.9	1,290.1	923.1	944.4
Other general merchandise stores.....	574.5	544.1	532.2	502.1	498.0	509.2	509.8	495.4	498.3	478.9	488.3	488.3	682.5	508.7	512.7
Food and liquor stores.....	1,659.2	1,646.8	1,627.0	1,612.1	1,604.2	1,600.3	1,616.6	1,610.6	1,604.5	1,599.0	1,582.5	1,629.6	1,629.6	1,598.8	1,773.9
Grocery, meat, and vegetable markets.....	1,210.5	1,191.1	1,172.1	1,161.9	1,158.4	1,173.4	1,172.0	1,167.9	1,165.1	1,162.0	1,152.0	1,179.7	1,149.4	1,106.9	1,106.9
Dairy product stores and dealers.....	217.3	218.3	226.9	230.6	231.0	228.1	224.1	222.6	219.1	218.5	218.8	220.0	227.4	224.4	224.4
Other food and liquor stores.....	219.0	217.6	213.1	211.7	210.9	215.1	214.5	214.0	214.8	217.4	211.7	229.9	222.0	232.7	232.7
Automotive and accessories dealers.....	815.0	803.9	802.2	799.1	800.6	798.9	796.1	788.1	782.0	771.7	766.3	782.1	776.8	804.2	804.2
Apparel and accessories stores.....	735.1	638.2	621.2	605.1	598.8	672.1	602.2	596.0	584.5	597.0	584.0	582.0	540.2	592.1	604.6
Other retail trade.....	3,927.6	3,869.1	3,858.8	3,887.2	3,897.6	3,887.0	3,860.8	3,797.7	3,752.8	3,707.3	3,686.0	3,696.2	3,840.2	3,738.4	3,796.8
Furniture and appliance stores.....	405.7	398.5	395.6	389.7	389.5	387.9	388.0	386.3	387.0	387.0	380.0	380.0	380.0	380.0	380.0
Drug stores.....	390.7	385.4	389.3	385.7	384.4	375.5	369.3	364.1	359.4	359.6	357.9	363.7	355.8	354.7	354.7
Finance, insurance, and real estate.....	2,443	2,440	2,441	2,452	2,474	2,475	2,442	2,413	2,403	2,386	2,371	2,363	2,373	2,374	2,348
Banks and trust companies.....	650.7	647.5	645.4	651.1	649.8	638.4	629.1	628.2	626.1	622.4	618.9	618.6	615.3	602.8	602.8
Security dealers and exchanges.....	96.9	96.8	96.7	98.0	97.4	95.1	94.0	92.9	91.4	89.9	87.1	86.5	84.6	83.8	83.8
Insurance carriers and agents.....	910.9	908.4	909.9	915.4	914.1	902.4	896.1	895.3	896.2	893.2	891.0	891.0	892.8	889.6	889.6
Other finance agencies and real estate.....	781.1	788.7	790.7	809.8	813.4	806.5	794.1	785.1	772.4	765.0	765.8	775.2	779.6	792.0	792.0
Service and miscellaneous.....	6,545	6,586	6,614	6,617	6,582	6,603	6,623	6,583	6,511	6,377	6,333	6,314	6,384	6,395	6,336
Hotels and lodging places.....	466.0	476.1	522.2	602.7	602.6	532.7	504.1	494.1	469.3	466.5	460.9	467.6	511.3	531.0	531.0
Laundries.....	310.9	312.2	313.4	315.8	317.5	316.9	311.6	307.9	305.3	304.3	306.5	307.3	312.7	326.3	326.3
Cleaning and dyeing plants.....	175.0	174.4	169.9	165.6	169.3	176.0	173.7	170.5	168.8	166.6	165.6	166.9	167.4	169.8	169.8
Motion pictures.....	185.6	190.0	194.2	195.9	192.9	191.1	189.2	189.2	189.9	177.9	176.9	179.2	189.8	204.1	204.1
Government.....	8,617	8,328	8,274	8,158	7,813	7,837	8,065	8,116	8,111	8,093	8,066	8,024	8,373	7,893	7,626
Federal.....	2,499	2,192	2,168	2,164	2,183	2,190	2,185	2,189	2,162	2,157	2,155	2,157	2,487	2,191	2,217
Executive.....	2,164.7	2,140.9	2,136.2	2,155.2	2,162.0	2,156.9	2,131.3	2,134.4	2,129.4	2,127.5	2,129.6	2,129.6	2,400.4	2,164.2	2,190.2
Department of Defense.....	928.3	931.4	934.1	941.5	949.6	948.1	943.3	945.1	946.2	948.9	954.2	958.5	960.3	1,007.3	1,007.3
Post Office Department.....	557.5	551.2	550.6	551.3	549.4	547.3	542.7	541.8	540.6	539.3	540.0	540.0	561.0	592.8	551.4
Other agencies.....	678.9	658.3	651.2	662.4	663.0	661.5	661.5	661.5	661.5	661.5	661.5	661.5	661.5	661.5	661.5
Legislative.....	22.5	22.6	22.7	22.7	22.7	22.7	22.8	22.4	22.5	22.4	22.3	22.3	22.0	22.1	22.1
Judicial.....	4.8	4.8	4.8	4.8	4.8	4.8	4.8	4.8	4.8	4.8	4.8	4.8	4.8	4.8	4.8
State and local.....	6,118	6,136	6,106	5,994	5,630	5,647	5,880	5,957	5,940	5,936	5,911	5,867	5,886	5,702	5,400
State.....	1,538.0	1,530.6	1,517.9	1,487.9	1,490.1	1,519.1	1,536.8	1,535.2	1,531.7	1,525.5	1,516.2	1,517.4	1,470.8	1,382.9	1,382.9
Local.....	4,578.0	4,555.8	4,478.2	4,496.1	4,139.9	4,127.6	4,343.2	4,421.9	4,408.3	4,410.5	4,394.9	4,350.6	4,365.2	4,281.1	4,017.1
Education.....	2,940.2	2,906.4	2,746.1	2,730.0	2,730.0	2,730.0	2,730.0	2,730.0	2,730.0	2,730.0	2,730.0	2,730.0	2,730.0	2,730.0	2,730.0
Other.....	3,195.8	3,200.0	3,248.0	3,300.3	3,311.3	3,311.3	3,311.3	3,311.3	3,311.3	3,311.3	3,311.3	3,311.3	3,311.3	3,311.3	3,311.3

¹ Beginning with the August 1958 issue, figures for 1956-58 differ from those previously published because of the adjustment of the employment estimates to 1st quarter 1957 benchmark levels indicated by data from government social insurance programs. Statistics from 1957 forward are subject to revision when new benchmarks become available.

These series are based upon establishment reports which cover all full- and part-time employees in nonagricultural establishments who worked during, or received pay for, any part of the pay period ending nearest the 15th of the month. Therefore, persons who worked in more than 1 establishment during the reporting period are counted more than once. Proprietors, self-employed persons, unpaid family workers, and domestic servants are excluded.

² Preliminary.

³ Data relate to civilian employees who worked on, or received pay for, the last day of the month.

⁴ State and local government data exclude, as nominal employees, elected officials of small local units and paid volunteer firemen.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics for all series except those for the Federal Government, which is prepared by the U.S. Civil Service Commission, and that for Class I railroads, which is prepared by the U.S. Interstate Commerce Commission.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹

Industry	1959												1958	Annual average	
	Dec. ²	Nov. ²	Oct.	Sept. ³	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1958	1957
Mining.....		519	481	479	494	562	545	555	547	542	547	557	566	572	664
Metal.....		57.2	33.7	34.0	45.1	80.1	80.9	80.0	79.4	77.2	77.4	77.6	78.9	76.5	94.4
Iron.....		28.0	5.3	5.3	6.0	30.2	30.5	30.2	29.3	27.9	26.6	26.4	23.8	26.1	33.9
Copper.....		6.2	6.1	6.4	14.4	25.3	25.6	25.2	25.1	24.0	25.2	25.1	23.0	23.4	27.3
Lead and zinc.....		9.4	9.3	9.3	10.4	10.2	10.2	10.0	9.9	10.1	10.2	10.3	10.2	10.5	14.1
Anthracite.....		14.3	14.3	13.9	13.8	15.5	13.6	13.3	13.5	14.6	15.2	17.6	17.8	18.5	26.4
Bituminous coal.....		142.9	128.5	119.0	118.6	152.5	158.5	157.2	156.6	160.4	167.9	171.4	171.4	173.8	208.4
Crude-petroleum and natural-gas production.....		208.6	209.4	215.7	219.0	218.6	216.8	210.0	205.9	203.1	201.1	205.6	209.7	211.1	238.0
Petroleum and natural-gas production (except contract services).....		104.8	105.2	107.6	109.3	108.4	107.3	104.7	105.0	105.1	105.4	106.3	108.0	112.9	122.6
Nonmetallic mining and quarrying.....		95.7	95.3	96.4	97.2	95.5	95.0	94.5	91.8	87.1	84.2	85.1	89.7	91.9	96.3
Contract construction.....		2,442	2,551	2,637	2,699	2,632	2,583	2,441	2,375	2,343	1,980	1,975	2,115	2,278	2,442
Nonbuilding construction.....		245.2	283.8	303.4	320.1	315.0	307.2	283.2	228.6	199.8	140.6	151.8	192.9	231.6	226.8
Other nonbuilding construction.....		263.4	269.9	277.5	285.6	290.1	297.2	296.8	264.0	228.4	208.8	214.0	241.1	295.1	288.5
Building construction.....		1,933	1,997	2,056	2,093	2,026	1,979	1,871	1,782	1,645	1,542	1,609	1,681	1,781	1,927
General contractors.....		608.8	703.8	729.2	750.9	737.2	724.3	678.5	647.9	582.5	535.0	562.3	589.0	658.1	772.6
Special-trade contractors.....		1,264.3	1,263.4	1,326.6	1,342.4	1,288.4	1,254.6	1,191.1	1,134.5	1,062.5	1,006.6	1,046.5	1,092.0	1,122.6	1,154.1
Plumbing and heating.....		254.4	265.2	270.5	271.9	254.6	256.2	248.2	244.3	235.8	230.7	238.7	250.9	247.0	265.9
Painting and decorating.....		201.4	207.4	218.8	225.4	218.3	197.2	180.3	155.8	135.0	124.6	130.9	146.0	153.3	150.1
Electrical work.....		141.9	144.5	148.4	147.9	142.0	140.7	134.2	127.1	134.5	130.5	130.5	141.4	141.4	151.7
Other special-trade contractors.....		666.6	676.3	688.9	697.2	662.7	660.5	628.4	607.1	565.0	520.8	541.5	532.8	584.1	584.4
Manufacturing.....		12,387	12,245	12,301	12,373	12,173	12,524	12,299	12,167	12,117	11,937	11,937	11,937	11,937	12,911
Durable goods.....		7,105	6,896	6,786	6,847	6,679	7,161	7,248	7,136	7,025	6,857	6,794	6,739	6,740	7,623
Nondurable goods.....		5,282	5,349	5,515	5,526	5,494	5,272	5,276	5,160	5,142	5,180	5,143	5,196	5,196	5,288
Durable goods.....															
Ordinance and accessories.....		73.9	72.9	73.4	73.5	71.1	72.2	72.9	73.0	73.4	73.0	72.0	72.8	68.4	76.9
Lumber and wood products (except furniture).....		509.3	599.7	612.0	619.7	628.4	627.0	623.8	603.8	581.5	536.7	547.0	564.7	550.8	588.2
Lodging camps and contractors.....		99.5	101.2	101.7	107.8	108.6	105.2	86.6	77.2	76.0	69.5	75.3	83.3	80.1	80.1
Sawmills and planing mills.....		294.2	300.0	304.2	305.2	302.4	302.4	293.5	285.4	276.8	272.6	274.9	282.0	283.6	303.5
Millwork, plywood, and prefabricated structural wood products.....		117.3	120.8	123.6	125.5	124.1	120.0	115.2	110.1	107.4	109.5	111.9	109.5	108.3	108.3
Wooden containers.....		38.7	39.7	39.7	39.4	41.0	41.8	41.2	40.6	40.2	39.6	40.4	40.8	40.6	45.5
Miscellaneous wood products.....		50.0	50.3	50.5	50.5	49.8	50.3	49.5	49.7	48.4	47.4	46.9	46.7	46.0	49.9
Furniture and fixtures.....		327.7	325.0	328.6	329.1	323.9	319.5	320.7	317.7	316.5	315.8	315.1	312.6	306.6	314.2
Household furniture.....		246.8	247.2	246.3	242.2	237.9	238.0	237.7	237.7	237.6	237.4	234.6	230.0	220.1	228.9
Office, public building, and professional furniture.....		36.6	37.5	37.8	37.7	35.9	36.0	34.8	34.8	34.9	34.6	34.6	34.9	34.2	38.2
Partitions, shelving, lockers, and fixtures.....		24.0	24.7	24.9	24.6	26.8	26.7	25.7	25.1	24.6	24.0	23.8	23.7	23.6	28.4
Screens, blinds, and miscellaneous furniture and fixtures.....		17.6	19.2	20.1	19.4	18.9	20.0	19.5	18.9	18.7	18.1	18.1	18.0	17.4	18.7
Stone, clay, and glass products.....		449.6	456.9	458.2	469.2	468.3	465.8	463.5	444.3	432.5	412.9	411.3	421.9	417.8	488.0
Flat glass.....		32.0	32.6	30.4	29.9	28.8	29.2	29.3	29.8	29.8	30.5	30.5	30.5	30.5	30.9
Glass and glassware, pressed or blown.....		87.3	83.0	88.6	87.4	85.7	85.1	84.8	83.8	82.2	80.3	79.0	81.3	80.5	83.4
Glass products made of purchased glass.....		15.7	15.6	15.5	15.0	14.8	14.6	14.6	14.8	15.2	14.6	14.4	14.3	13.3	15.0
Cement, hydraulic.....		34.5	33.7	35.8	36.3	36.0	35.8	35.2	34.7	33.3	31.5	32.3	34.4	34.6	35.0
Structural clay products.....		66.9	67.5	67.5	68.7	68.5	68.4	66.3	64.6	61.2	59.0	60.4	64.4	63.4	70.3
Pottery and related products.....		43.0	43.1	43.5	42.8	42.4	42.4	40.3	39.6	39.3	38.8	38.3	38.7	37.6	43.3
Concrete, gypsum, and plaster products.....		94.0	97.2	101.0	101.7	99.9	99.2	95.8	92.4	87.5	85.8	85.2	87.8	86.9	90.6
Out-stone and stone products.....		15.6	15.9	16.0	16.1	15.9	15.7	15.6	15.2	15.4	15.3	15.4	15.8	15.7	16.5
Miscellaneous nonmetallic mineral products.....		67.9	69.6	70.9	70.4	71.5	72.2	70.9	69.4	68.6	67.1	66.4	65.5	62.3	71.8
Primary metal industries.....		1,017.5	964.5	962.3	911.0	928.0	1,038.4	1,066.5	1,051.8	1,037.4	1,014.7	979.3	952.3	943.4	1,061.6
Blast furnaces, steel works, and rolling mills.....		482.2	418.8	423.3	432.4	521.2	543.1	536.8	529.2	515.2	489.4	468.6	464.4	435.8	537.0
Iron and steel foundries.....		186.3	194.2	195.6	194.1	197.7	199.8	195.9	194.3	199.6	184.4	180.5	178.2	167.4	201.6
Primary smelting and refining of non-ferrous metals.....		32.5	32.9	33.3	43.2	44.5	44.1	42.8	42.1	42.5	42.5	42.5	42.8	43.2	53.5
Secondary smelting and refining of non-ferrous metals.....		8.9	8.8	8.8	9.4	9.4	9.4	9.3	9.1	9.0	8.9	8.9	8.7	8.2	9.8
Rolling, drawing, and alloying of non-ferrous metals.....		89.1	89.9	90.5	89.5	92.2	92.7	91.6	89.8	86.7	84.8	84.9	84.8	80.6	89.2
Nonferrous foundries.....		54.6	55.7	54.3	52.9	52.5	53.4	53.0	52.8	52.3	51.6	51.2	50.8	46.4	58.6
Miscellaneous primary metal industries.....		110.9	102.0	105.2	106.2	120.9	124.0	122.4	120.8	119.4	117.7	115.7	113.7	108.4	131.9
Fabricated metal products (except ordnance, machinery, and transportation equipment).....		839.2	805.1	811.8	841.4	815.2	846.9	865.8	852.5	839.5	829.2	816.7	810.6	824.3	892.5
Tin cans and other tinware.....		48.1	49.1	57.7	56.6	55.0	55.4	53.4	51.4	49.6	46.3	47.8	47.8	50.6	51.4
Cutlery, handtools, and hardware.....		95.7	101.9	110.0	106.3	104.4	108.4	107.6	106.8	108.1	107.6	108.6	109.0	100.1	115.5
Heating apparatus (except electric) and plumbers' supplies.....		80.5	83.1	94.0	92.9	89.2	91.5	90.0	88.8	88.6	86.7	86.5	82.4	83.3	83.9
Fabricated structural metal products.....		162.8	181.4	196.2	195.6	221.5	220.7	215.2	210.9	204.5	204.0	202.1	211.7	220.0	241.8
Metal stamping, coating, and engraving.....		184.2	192.9	196.4	177.1	186.0	191.1	190.1	187.1	187.0	182.4	185.1	190.5	199.4	201.3
Lighting fixtures.....		38.9	40.5	40.4	38.2	36.9	38.2	38.4	38.3	37.9	37.4	37.4	37.6	34.2	40.8
Fabricated wire products.....		45.5	43.4	43.8	41.9	44.9	46.5	46.5	46.5	46.3	45.4	45.8	44.9	41.7	47.9
Miscellaneous fabricated metal products.....		110.4	108.5	108.9	106.6	109.0	113.6	111.3	109.6	107.2	104.9	104.9	104.4	96.5	109.9

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

Industry	1959												1958	Annual average	
	Dec. ²	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1958	1957
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Machinery (except electrical).....	1,162.8	1,138.7	1,146.8	1,167.1	1,137.7	1,149.4	1,167.0	1,182.6	1,126.2	1,112.9	1,089.7	1,087.3	1,038.2	1,039.3	1,255.7
Engines and turbines.....	65.9	67.1	68.1	68.1	65.2	66.4	67.9	78.2	64.2	64.2	63.5	62.3	61.5	60.7	68.3
Agricultural machinery and tractors.....	95.9	103.9	119.8	111.8	124.6	127.1	126.7	117.1	115.3	110.5	91.7	84.0	94.7	94.7	108.7
Construction and mining machinery.....	84.8	85.6	91.6	90.7	94.1	95.5	93.5	90.1	88.8	86.6	84.0	81.9	82.4	82.4	108.4
Metalworking machinery.....	187.1	184.0	182.1	176.1	173.5	176.3	174.0	171.7	168.6	163.6	159.9	157.8	162.1	158.2	218.2
Special industry machinery (except metalworking machinery).....	120.1	118.2	119.1	116.3	114.9	115.6	113.1	112.0	111.1	109.5	107.7	107.0	108.5	108.5	125.9
General industrial machinery.....	145.9	146.6	146.1	146.5	143.1	143.3	145.1	138.4	135.4	134.3	134.4	133.7	138.1	138.1	166.2
Office and store machines and devices.....	91.9	91.6	90.4	88.6	87.7	90.2	89.4	89.1	88.7	88.0	87.8	87.8	88.4	84.0	90.2
Service industry and household machines.....	135.5	138.4	138.3	138.0	138.3	141.1	140.2	138.7	138.6	136.1	132.7	129.0	123.2	141.2	141.2
Miscellaneous machinery parts.....	211.6	211.4	211.6	204.5	204.8	210.4	207.0	204.9	202.1	197.6	195.9	194.9	185.6	221.8	221.8
Electrical machinery.....	889.9	886.5	893.3	898.4	849.6	835.9	832.5	814.2	802.5	798.4	795.5	791.3	788.9	760.1	857.7
Electrical generating, transmission, distribution, and industrial apparatus.....	270.2	281.6	286.5	281.3	277.8	277.9	272.1	265.1	261.4	259.4	261.9	258.7	247.8	288.4	288.4
Electrical appliances.....	29.9	30.6	30.0	28.4	27.3	27.5	27.8	27.2	27.0	26.2	26.2	26.2	26.2	25.4	31.2
Insulated wire and cable.....	22.2	22.2	21.5	21.1	20.4	21.4	21.5	21.7	21.5	21.6	21.9	21.9	21.9	20.9	20.9
Electrical equipment for vehicles.....	53.9	57.9	56.7	45.7	52.9	54.3	54.3	55.6	55.4	55.3	51.3	50.8	47.0	50.3	50.3
Electric lamps.....	25.7	25.5	24.8	24.0	23.8	23.7	23.2	22.9	22.5	22.4	22.4	22.3	22.3	22.5	26.1
Communication equipment.....	437.4	437.2	430.2	412.8	397.9	391.8	380.4	375.2	375.9	375.2	373.4	375.1	355.4	398.8	398.8
Miscellaneous electrical products.....	38.2	38.3	38.7	36.3	35.8	35.9	34.9	34.5	34.7	35.4	34.2	33.9	32.7	36.0	36.0
Transportation equipment.....	1,146.8	1,000.8	1,207.8	1,199.8	1,132.0	1,207.4	1,224.0	1,232.9	1,229.0	1,225.6	1,203.3	1,218.4	1,207.6	1,124.0	1,383.6
Motor vehicles and equipment.....	419.6	622.5	599.5	519.7	586.3	594.1	599.6	594.3	591.1	567.8	580.5	566.6	480.0	630.1	630.1
Aircraft and parts.....	429.3	435.2	445.3	444.5	448.0	451.3	458.5	463.5	460.0	473.2	474.5	482.1	479.3	563.6	563.6
Aircraft.....	250.3	254.0	262.7	263.7	264.8	266.0	273.6	279.8	283.9	287.6	288.2	292.4	291.8	340.9	340.9
Aircraft engines and parts.....	85.9	85.8	85.6	83.7	86.4	87.8	87.0	87.5	88.1	88.7	88.4	90.1	89.9	111.3	111.3
Aircraft propellers and parts.....	7.4	8.7	8.9	8.0	9.2	9.3	9.4	9.4	9.8	9.6	9.6	10.2	12.2	13.9	13.9
Other aircraft parts and equipment.....	85.7	86.7	88.1	88.2	88.2	89.2	88.5	86.8	87.2	87.3	88.3	89.7	85.7	87.5	87.5
Ship and boat building and repairing.....	111.1	107.0	107.1	116.5	120.5	124.3	126.4	125.8	122.7	120.1	121.2	118.6	121.4	127.2	127.2
Shipbuilding and repairing.....	91.6	88.6	89.8	100.1	102.3	103.5	105.2	104.7	103.8	101.7	103.9	101.6	105.1	108.5	108.5
Boatbuilding and repairing.....	19.5	18.4	17.3	16.4	18.2	20.8	21.2	20.8	18.9	18.4	17.3	17.0	16.3	18.7	18.7
Railroad equipment.....	32.3	34.0	38.8	42.3	41.7	40.1	37.6	34.8	34.7	32.5	32.1	32.1	36.1	54.7	54.7
Other transportation equipment.....	8.5	9.1	9.1	9.0	8.8	8.6	8.3	8.1	8.0	7.5	6.9	7.2	7.2	8.0	8.0
Instruments and related products.....	233.7	232.4	231.9	230.7	224.0	220.8	223.5	218.6	218.9	212.6	209.1	206.6	208.3	226.2	226.2
Laboratory, scientific and engineering instruments.....	37.3	36.9	36.5	35.1	35.5	35.0	34.7	34.1	33.6	32.9	32.5	32.1	31.8	36.6	36.6
Mechanical measuring and controlling instruments.....	64.7	65.8	65.1	63.5	62.9	63.9	60.5	59.8	60.9	59.3	57.2	57.2	55.8	62.1	62.1
Optical instruments and lenses.....	11.9	11.6	11.2	10.8	10.3	10.1	10.2	10.4	10.3	10.2	10.1	10.0	9.4	10.3	10.3
Surgical, medical, and dental instruments.....	29.5	29.0	29.2	28.4	27.7	29.4	28.8	28.4	28.1	27.9	27.6	27.7	27.3	28.9	28.9
Ophthalmic goods.....	22.4	22.0	21.9	20.9	20.1	20.2	20.0	19.7	19.5	19.2	19.0	18.4	18.4	19.6	19.6
Photographic apparatus.....	40.5	39.8	40.0	39.7	39.5	39.3	38.8	38.5	38.4	38.3	38.7	39.6	39.7	43.7	43.7
Watches and clocks.....	26.1	26.8	26.8	25.6	24.6	25.6	25.6	25.0	25.2	24.8	24.0	24.7	22.9	25.0	25.0
Miscellaneous manufacturing industries.....	394.7	413.2	420.0	416.6	400.7	380.2	385.3	378.5	372.4	367.7	360.0	349.7	360.4	361.0	360.6
Jewelry, silverware, and plated ware.....	38.2	38.1	37.3	36.2	34.5	34.5	35.5	34.8	35.0	35.0	35.1	35.3	35.9	34.8	36.3
Musical instruments and parts.....	16.7	16.7	16.9	15.3	12.3	12.6	14.6	14.8	14.8	14.6	14.3	14.3	13.6	15.3	15.3
Toys and sporting goods.....	79.8	85.9	83.1	80.1	72.6	73.7	69.4	65.6	61.0	57.6	52.0	57.6	55.7	78.8	78.8
Pens, pencils, other office supplies.....	23.9	24.3	24.1	23.5	22.9	22.7	22.4	22.4	22.1	21.6	21.2	21.1	21.1	22.8	24.0
Costume jewelry, buttons, notions.....	49.8	50.6	50.7	50.4	47.7	47.9	47.0	46.7	48.1	48.6	48.4	47.4	46.4	46.2	46.2
Fabricated plastics products.....	76.8	77.2	76.4	73.4	71.6	72.3	71.9	71.4	70.6	69.0	67.6	68.7	64.8	71.6	71.6
Other manufacturing industries.....	128.0	127.2	127.0	121.8	118.6	120.6	117.7	116.6	118.1	113.6	110.9	114.9	111.9	118.6	118.6
<i>Nondurable goods</i>															
Food and kindred products.....	991.4	1,033.6	1,080.1	1,162.0	1,176.0	1,061.7	1,029.6	974.1	958.3	945.4	942.6	940.6	1,001.0	1,035.3	1,068.7
Meat products.....	242.7	233.4	229.0	249.3	245.2	244.5	241.5	235.3	239.2	239.0	242.5	250.2	243.5	289.2	289.2
Dairy products.....	61.4	63.7	68.9	71.0	72.0	72.3	68.1	64.5	62.3	61.3	60.8	62.2	66.7	69.6	69.6
Canning and preserving.....	178.0	225.9	316.2	314.8	218.6	179.9	146.9	147.8	133.9	129.2	128.7	148.2	186.6	187.7	187.7
Grain-mill products.....	75.8	77.7	79.9	79.6	78.9	79.7	78.1	78.6	78.2	78.6	78.3	77.0	79.5	79.5	79.5
Bakery products.....	165.4	165.7	165.0	165.0	162.5	162.3	159.0	158.6	158.4	159.0	159.4	162.0	164.9	169.9	169.9
Sugar.....	39.6	36.8	23.8	22.2	20.3	20.1	19.4	20.0	20.3	21.3	25.3	33.7	25.9	26.1	26.1
Confectionery and related products.....	63.9	64.6	63.3	59.4	54.2	57.0	54.5	55.5	56.5	56.5	60.7	60.6	61.6	63.6	63.6
Beverages.....	114.2	117.6	120.7	118.4	115.8	116.0	112.2	107.2	104.9	102.6	102.8	106.7	112.4	116.1	116.1
Miscellaneous food products.....	92.6	94.7	95.2	95.7	94.0	97.8	93.8	92.5	91.7	92.1	91.1	92.7	94.2	94.2	94.2
Tobacco manufactures.....	78.7	82.4	92.8	98.4	89.7	67.2	69.9	69.0	69.7	72.0	76.4	78.8	83.0	80.1	94.4
Cigarettes.....	32.9	32.5	32.6	32.8	30.5	32.4	31.9	31.8	32.2	32.2	32.0	32.1	31.5	30.2	30.2
Cigars.....	25.8	25.8	25.5	25.2	24.1	25.4	23.4	23.5	25.5	25.7	25.7	27.0	27.4	30.6	30.6
Tobacco and snuff.....	5.4	5.4	5.6	5.7	5.7	5.7	5.8	5.6	5.5	5.4	5.4	5.4	5.4	5.4	5.4
Tobacco stemming and redrying.....	18.3	20.1	34.7	26.0	6.9	6.3	6.1	6.9	8.8	12.1	15.8	18.8	18.8	17.8	17.8

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

[In thousands]

Industry	1959												1958	Annual average	
	Dec. ¹	Nov. ¹	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1958	1957
Manufacturing—Continued															
<i>Nondurable goods—Continued</i>															
Textile-mill products.....	570.0	574.4	585.2	589.6	588.7	572.1	582.8	574.3	566.2	566.4	560.0	555.5	562.2	550.8	512.9
Scouring and combing plants.....	4.8	5.1	5.2	5.3	5.2	5.1	5.1	4.9	4.7	4.7	4.9	4.9	4.9	4.9	5.0
Yarn and thread mills.....	100.1	101.9	103.2	103.0	102.7	103.1	102.1	101.5	100.8	99.8	100.0	101.5	99.7	107.2	107.2
Broad-woven fabric mills.....	370.2	371.5	371.5	371.5	367.7	371.3	370.2	369.5	371.0	370.3	370.7	371.8	372.4	401.5	401.5
Narrow fabrics and smallwares.....	25.8	25.9	26.3	26.2	26.1	26.6	26.1	25.9	25.7	25.5	25.2	25.2	25.2	23.9	25.4
Knitting mills.....	203.6	207.5	209.5	209.7	209.7	204.8	200.0	196.0	192.6	189.3	185.9	190.2	186.8	194.3	194.3
Dyeing and finishing textiles.....	77.4	77.5	77.5	76.8	76.4	77.6	76.5	76.4	76.1	75.4	74.5	74.7	73.7	77.1	77.1
Carpets, rugs, other floor coverings.....	38.3	39.1	38.8	38.0	38.0	38.0	38.0	38.8	39.4	40.1	39.9	38.6	36.7	42.5	42.5
Hats (except cloth and millinery).....	8.4	8.4	9.0	9.1	9.1	9.7	9.0	8.7	8.9	9.0	8.8	8.7	9.0	8.4	8.4
Miscellaneous textile goods.....	45.8	48.4	48.6	47.1	46.6	47.3	46.5	46.5	46.5	46.5	46.1	46.5	43.9	50.8	50.8
Apparel and other finished textile products.....	1,008.1	1,106.0	1,100.0	1,106.2	1,102.7	1,047.5	1,067.9	1,055.0	1,054.5	1,084.8	1,078.3	1,051.0	1,055.6	1,027.0	1,064.5
Men's and boys' suits and coats.....	102.6	101.7	102.4	101.8	101.8	93.1	101.4	99.0	97.0	98.3	97.3	95.5	96.4	95.0	105.3
Men's and boys' furnishings and work clothing.....	321.3	320.4	320.6	318.6	309.0	310.5	303.6	299.8	298.8	293.5	286.6	288.1	283.9	288.9	288.9
Women's outerwear.....	308.0	299.5	306.2	311.3	293.3	299.4	302.2	302.8	323.2	323.4	310.2	311.1	302.7	312.0	312.0
Women's, children's undergarments.....	111.1	111.1	109.7	107.7	100.0	104.4	103.5	105.1	105.6	105.1	102.9	104.7	101.9	106.8	106.8
Millinery.....	15.0	16.4	16.4	17.4	16.4	11.5	11.7	14.8	20.2	21.0	18.3	16.3	15.7	16.3	16.3
Children's outerwear.....	64.6	64.3	66.2	68.0	66.0	68.5	65.6	62.9	66.6	69.8	68.0	65.5	65.1	65.7	65.7
Fur goods.....	7.1	7.7	7.4	6.4	7.8	7.5	7.2	6.4	6.8	6.4	6.9	8.1	8.2	7.9	7.9
Miscellaneous apparel and accessories.....	56.9	57.9	58.0	56.8	51.8	54.6	52.6	52.8	53.2	52.4	50.7	52.5	50.9	53.2	53.2
Other fabricated textile products.....	119.4	121.0	119.4	114.7	116.1	110.1	109.6	112.9	112.1	109.4	110.9	112.9	103.6	108.5	108.5
Paper and allied products.....	447.9	451.1	453.6	479.7	454.3	449.0	453.3	446.0	443.1	440.8	440.1	440.2	442.7	439.3	468.8
Pulp, paper, and paperboard mills.....	220.8	222.1	227.0	226.6	225.9	227.0	222.7	221.1	219.2	220.1	220.8	220.8	220.7	220.1	220.1
Paperboard containers and boxes.....	127.2	127.4	127.3	123.9	120.8	123.0	120.6	120.0	120.0	119.4	120.1	122.5	119.6	125.2	125.2
Other paper and allied products.....	103.1	104.1	105.4	103.8	102.3	103.3	102.7	102.0	101.6	100.6	99.3	99.4	99.0	103.0	103.0
Printing, publishing, and allied industries.....	570.9	569.9	569.8	569.8	558.2	552.1	554.9	552.9	553.2	550.9	545.0	543.5	549.7	545.4	553.2
Newspapers.....	163.4	164.1	163.8	161.0	159.9	160.7	160.9	160.5	158.6	157.3	156.3	159.4	157.2	156.1	156.1
Periodicals.....	27.5	27.6	27.4	26.0	25.3	25.8	26.4	27.0	26.9	26.3	26.2	25.3	25.5	25.6	25.6
Books.....	36.7	36.3	37.0	36.4	34.4	35.2	35.0	35.1	34.6	34.6	34.3	33.7	33.7	35.2	35.2
Commercial printing.....	184.1	183.8	183.4	179.0	178.8	178.9	176.7	178.2	179.1	176.9	177.9	178.9	177.8	181.3	181.3
Lithographing.....	51.4	51.1	51.0	50.1	49.7	49.9	50.1	49.8	49.6	49.1	48.7	50.5	49.7	50.7	50.7
Greeting cards.....	16.7	16.1	16.3	15.6	15.3	15.5	14.8	13.9	13.6	13.7	13.6	14.6	14.2	13.8	13.8
Bookbinding and related industries.....	36.7	37.5	37.7	37.2	36.0	36.3	36.4	36.2	35.6	34.9	34.7	34.3	35.0	37.0	37.0
Miscellaneous publishing and printing services.....	53.4	53.3	53.2	52.9	52.7	52.6	52.6	52.5	52.9	52.2	51.8	52.5	52.6	53.5	53.5
Chemicals and allied products.....	539.7	540.8	540.0	539.9	532.1	526.6	526.9	532.4	534.7	527.1	518.3	514.8	514.3	512.2	545.1
Industrial inorganic chemicals.....	69.7	69.2	69.4	69.2	68.9	68.1	67.9	67.5	67.2	66.7	65.4	66.2	67.3	73.0	73.0
Industrial organic chemicals.....	205.2	206.7	208.0	207.8	205.7	204.4	201.9	200.1	198.7	196.8	195.9	194.7	191.8	210.3	210.3
Drugs and medicines.....	57.2	56.9	57.6	57.5	57.2	56.8	54.9	57.3	57.5	57.3	57.4	57.2	57.6	57.9	57.9
Soap, cleaning and polishing preparations.....	30.2	30.4	30.8	30.6	30.2	30.3	30.1	30.4	30.1	30.1	30.1	30.3	30.1	30.7	30.7
Paints, pigments, and fillers.....	45.8	46.6	45.7	45.9	45.6	45.4	45.9	45.1	44.6	44.2	44.0	44.3	43.7	45.9	45.9
Gum and wood chemicals.....	6.3	6.3	6.4	6.3	6.4	6.1	6.3	6.2	6.2	6.2	6.2	6.2	6.4	7.2	7.2
Fertilizers.....	23.9	24.7	24.9	22.5	21.7	24.3	24.8	24.6	24.2	26.9	26.9	26.6	26.1	26.7	26.7
Vegetable and animal oils and fats.....	30.6	30.8	28.5	25.1	24.4	24.7	25.0	26.4	26.9	27.3	27.7	28.6	26.1	28.1	28.1
Miscellaneous chemicals.....	68.9	68.4	68.6	67.2	66.5	66.8	65.6	65.1	63.7	62.8	61.8	63.2	63.1	65.3	65.3
Products of petroleum and coal.....	148.7	150.4	150.5	150.7	158.2	150.4	159.2	159.3	159.6	150.3	154.4	154.6	157.0	168.9	168.9
Petroleum refining.....	115.0	115.5	117.1	114.7	120.4	122.3	121.5	121.8	122.3	114.7	118.7	118.5	121.2	128.1	128.1
Coke, other petroleum and coal products.....	35.4	35.0	33.5	36.0	37.8	38.1	37.7	37.5	37.3	35.6	35.7	36.1	35.8	39.9	39.9
Rubber products.....	206.5	209.4	212.3	212.4	203.8	203.4	196.1	171.8	178.0	201.5	198.8	199.1	198.2	190.0	203.9
Tires and inner tubes.....	78.7	79.7	80.5	78.4	79.7	79.7	82.2	66.0	77.9	76.2	76.9	77.1	74.7	83.3	83.3
Rubber footwear.....	19.7	19.1	19.0	18.4	18.3	18.2	17.7	12.9	17.4	17.1	17.1	17.1	16.7	17.6	17.6
Other rubber products.....	111.0	113.5	112.9	107.0	105.4	107.2	101.9	97.1	100.2	105.3	105.6	106.9	104.0	105.0	105.0
Leather and leather products.....	330.5	331.4	331.0	335.4	339.3	334.6	333.9	325.4	324.2	331.2	332.8	329.3	328.7	317.7	329.2
Leather, tanned, curried, and finished.....	31.7	31.9	32.6	32.8	32.4	33.1	32.9	33.1	33.3	33.3	33.9	34.1	34.2	33.7	36.4
Industrial leather belting and packing.....	3.0	4.0	4.0	4.0	3.9	4.0	3.9	3.7	3.6	3.6	3.6	3.6	3.5	3.1	3.5
Boot and shoe cut stock and findings.....	17.4	16.9	16.9	17.5	17.5	17.9	17.3	17.1	17.5	17.4	17.4	17.6	16.2	18.5	18.5
Footwear (except rubber).....	220.6	219.2	223.7	228.5	227.3	227.0	221.1	219.6	223.9	224.1	223.7	224.1	220.7	213.8	219.1
Luggage.....	13.5	14.0	13.8	13.4	13.2	13.0	13.0	13.0	12.6	12.4	12.1	12.1	12.5	12.6	13.1
Handbags and small leather goods.....	29.4	30.1	29.3	28.3	26.3	25.0	23.8	24.9	27.5	28.0	26.9	28.1	26.1	26.1	26.1
Gloves and miscellaneous leather goods.....	14.9	14.9	15.1	14.8	13.9	13.9	13.4	12.8	12.6	11.9	10.7	11.8	12.3	14.2	14.2

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

[In thousands]

Industry	1959												1958	Annual average	
	Dec. ²	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1958	1957
Transportation and public utilities:															
Other public utilities.....	533	534	541	547	544	533	530	529	526	527	528	530	537	540	
Gas and electric utilities.....	512.7	513.5	520.1	525.3	522.6	512.0	509.6	508.0	505.4	507.1	507.9	510.0	515.4	519.0	
Electric light and power utilities.....	221.1	221.1	224.3	226.9	226.2	224.7	220.7	219.5	217.7	219.3	219.5	219.7	223.2	226.0	
Gas utilities.....	138.0	138.2	139.7	140.9	140.7	139.3	136.8	136.5	136.0	135.9	135.6	136.6	137.5	136.4	
Electric light and gas utilities combined.....	153.6	154.2	156.1	157.5	155.7	148.0	152.1	152.0	151.7	151.9	152.8	153.7	155.7	156.6	
Local utilities, not elsewhere classified.....	20.5	20.7	21.0	21.4	21.3	21.0	20.6	20.6	20.3	19.8	19.9	19.9	20.4	20.7	
Wholesale and retail trade:															
Wholesale trade.....	2,713	2,694	2,671	2,655	2,646	2,637	2,611	2,614	2,611	2,618	2,621	2,606	2,622	2,605	
Wholesalers, full-service and limited-function.....	1,634.2	1,623.4	1,612.9	1,601.8	1,589.4	1,584.4	1,564.4	1,558.9	1,553.6	1,551.0	1,540.7	1,532.4	1,536.7	1,572.2	
Automotive.....	120.6	120.8	120.6	121.1	119.6	118.1	115.7	114.3	113.4	112.5	112.2	112.3	110.0	108.4	
Groceries, food specialties, beer, wines, and liquors.....	286.5	290.1	277.9	272.6	273.1	274.1	271.9	273.2	274.2	276.0	275.1	281.0	272.2	273.4	
Electrical goods, machinery, hardware, and plumbing equipment.....	393.7	394.5	392.2	393.4	391.4	389.0	383.7	382.4	380.5	380.0	380.5	383.2	382.1	402.7	
Other full-service and limited-function wholesalers.....	833.4	828.0	822.2	814.7	805.3	803.2	793.1	789.0	785.5	782.5	781.9	805.9	772.4	787.7	
Wholesale distributors, other.....	1,078.3	1,070.8	1,058.1	1,052.7	1,056.1	1,052.1	1,047.0	1,054.9	1,057.5	1,066.9	1,071.6	1,083.4	1,084.9	1,122.6	
Retail trade.....															
General merchandise stores.....	1,521.2	1,419.1	1,363.3	1,307.9	1,301.5	1,326.4	1,318.3	1,289.1	1,286.1	1,249.2	1,298.8	1,840.7	1,334.7	1,356.5	
Department stores and general mail-order houses.....	976.5	904.4	859.3	833.9	830.4	844.7	836.1	822.4	819.7	799.5	839.8	1,188.3	855.9	873.9	
Other general merchandise stores.....	544.7	514.7	504.0	474.0	471.1	481.7	482.2	466.7	466.4	449.7	467.0	652.4	478.8	480.6	
Food and liquor stores.....	1,519.0	1,498.1	1,484.8	1,477.5	1,468.4	1,489.9	1,482.4	1,477.3	1,469.3	1,471.3	1,455.6	1,507.1	1,483.2	1,465.5	
Grocery, meat, and vegetable markets.....	1,137.9	1,118.4	1,090.4	1,089.8	1,080.8	1,100.7	1,098.2	1,095.5	1,090.6	1,089.9	1,078.3	1,108.9	1,078.7	1,038.4	
Dairy-product stores and dealers.....	184.3	184.9	194.9	198.5	199.5	196.9	192.5	190.1	185.6	184.8	185.9	187.7	198.5	206.7	
Other food and liquor stores.....	196.6	194.8	190.5	189.2	188.1	192.3	191.7	191.7	193.1	196.6	191.4	210.5	206.0	220.4	
Automotive and accessories dealers.....	708.7	709.0	706.8	706.0	708.6	705.3	697.3	691.5	681.9	680.1	678.6	693.5	677.2	719.3	
Apparel and accessories stores.....	584.8	590.3	552.1	517.3	521.0	550.5	544.5	535.2	546.6	513.9	531.6	665.5	542.0	556.6	
Other retail trade (except eating and drinking places).....	2,134.4	2,113.9	2,129.0	2,124.8	2,110.9	2,090.6	2,057.8	2,040.7	2,027.8	2,023.8	2,035.8	2,155.7	2,086.7	2,064.6	
Furniture and appliance stores.....	368.3	361.4	358.4	353.6	352.1	351.0	350.4	348.8	350.4	351.3	353.3	373.8	354.8	361.2	
Drug stores.....	370.0	365.0	368.7	364.6	363.3	355.3	349.4	343.7	340.0	340.5	338.9	374.0	337.0	337.7	

¹ For comparability of data with those published in issues prior to August 1958 and coverage of the series, see footnote 1, table A-2.

Production and related workers include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in fabricating, processing, assembling, inspection, receiving, storage, handling, packing, ware-

housing, shipping, maintenance, repair, janitorial, watchman service, product development, auxiliary production for plant's own use (e.g., power plant), and recordkeeping and other services closely associated with the aforementioned production operations.

² Preliminary.

TABLE A-4. Unemployment insurance and employment service programs, selected operations ¹

[All items except average benefit amounts are in thousands]

Item	1959											1958	
	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.
Employment service: ²													
New applications for work	823	762	744	686	756	913	711	736	742	806	896	737	740
Nonfarm placements	465	506	633	670	564	581	555	520	445	378	398	406	413
State unemployment insurance programs:													
Initial claims ³	1,801	1,197	936	1,011	1,228	973	880	1,086	1,123	1,263	1,772	1,910	1,246
Insured unemployment ⁴ (average weekly volume)	1,677	1,309	1,203	1,291	1,333	1,266	1,464	1,768	2,077	2,368	2,489	2,086	1,787
Rate of insured unemployment ⁵	4.4	3.4	3.1	3.4	3.5	3.4	3.8	4.5	5.3	6.0	6.3	5.3	4.4
Weeks of unemployment compensated ⁶	5,398	4,620	4,826	4,627	5,061	5,202	5,838	7,516	8,660	8,628	9,532	7,907	5,939
Average weekly benefit amount for total insured unemployment ⁷	\$32.21	\$30.81	\$30.49	\$29.76	\$29.10	\$29.23	\$29.45	\$30.02	\$30.38	\$30.52	\$30.80	\$30.41	\$30.46
Total benefits paid	\$168,944	\$136,856	\$141,800	\$133,444	\$142,503	\$142,919	\$162,011	\$213,722	\$250,608	\$250,985	\$274,663	\$230,082	\$170,649
Unemployment compensation for ex-servicemen: ⁸													
Initial claims ³	28	27	24	25	27	23	19	26	28	20	32	33	42
Insured unemployment ⁴ (average weekly volume)	48	41	40	44	43	43	52	64	71	71	64	46	32
Weeks of unemployment compensated	175	160	174	176	181	186	222	267	298	295	243	174	86
Total benefits paid	\$5,297	\$4,825	\$5,207	\$5,238	\$5,349	\$5,564	\$6,533	\$8,459	\$8,736	\$7,746	\$7,116	\$5,090	\$1,656
Unemployment compensation or Federal civilian employees: ⁹													
Initial claims ³	14	13	12	11	15	12	10	13	13	14	18	14	12
Insured unemployment ⁴ (average weekly volume)	31	28	27	28	28	26	30	34	38	39	39	34	33
Weeks of unemployment compensated	117	112	117	114	116	121	126	151	162	151	155	148	122
Total benefits paid	\$3,815	\$3,668	\$3,685	\$3,602	\$3,578	\$3,801	\$3,921	\$4,716	\$5,032	\$4,686	\$4,801	\$4,004	\$3,833
Railroad unemployment insurance:													
Applications ¹¹	21	22	32	35	87	8	4	5	6	8	17	22	20
Insured unemployment (average weekly volume)	93	97	94	79	63	25	39	58	70	94	122	125	121
Number of payments ¹²	201	223	194	174	95	88	96	148	199	217	311	287	229
Average amount of benefit payment ¹³	\$80.61	\$83.50	\$84.31	\$83.16	\$75.22	\$72.13	\$62.36	\$62.72	\$65.47	\$65.57	\$65.68	\$69.31	\$70.15
Total benefits paid ¹⁴	\$21,693	\$25,810	\$26,078	\$27,314	\$18,918	\$21,202	\$8,641	\$9,099	\$12,477	\$13,732	\$20,345	\$19,755	\$16,030
All programs: ¹⁵													
Insured unemployment ⁴		1,479	1,370	1,451	1,477	1,414	1,563	1,936	2,282	2,596	2,739	2,316	1,965

¹ Data relate to the United States (including Alaska and Hawaii), except where otherwise indicated.² Includes Guam, Puerto Rico, and the Virgin Islands.³ Initial claims are notices filed by workers to indicate they are starting periods of unemployment. Excludes transitional claims.⁴ Includes Puerto Rico and the Virgin Islands.⁵ Number of workers reporting the completion of at least 1 week of unemployment.⁶ The rate is the number of insured unemployed expressed as a percent of the average covered employment in a 12-month period.⁷ Includes data for the Federal civilian employee program through June 1959.⁸ Includes data for the Federal civilian employee program for the period October 1958-June 1959.⁹ Excludes data on claims and payments made jointly with other programs.¹⁰ Excludes data on claims and payments made jointly with State programs.¹¹ An application for benefits is filed by a railroad worker at the beginning of his first period of unemployment in a benefit year; no application is required for subsequent periods in the same year.¹² Payments are for unemployment in 14-day registration periods.¹³ The average amount is an average for all compensable periods, not adjusted for recovery of overpayments or settlement of underpayments.¹⁴ Revised.¹⁵ Adjusted for recovery of overpayments and settlement of underpayments.¹⁶ Represents an unduplicated count of insured unemployment under the State, Ex-servicemen and UCFE programs, the Railroad Unemployment Insurance Act, and the Veterans' Readjustment Assistance Act of 1952 (not presented separately in table), which terminates January 31, 1960.

NOTE: Data on State UI initial claims differ from those published in the September 1959 issue, owing to the exclusion of transitional claims.

SOURCE: U.S. Department of Labor, Bureau of Employment Security for all items except railroad unemployment insurance, which is prepared by the U.S. Railroad Retirement Board.

B.—Labor Turnover

TABLE B-1. Labor turnover rates, by major industry group¹

(Per 100 employees)

Major industry group	1959											1958		Annual average	
	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1958	1957
Accessions: Total ³															
Manufacturing.....	2.8	3.1	3.9	3.9	3.3	4.4	3.6	3.5	3.6	3.3	3.3	2.4	2.8	3.0	2.9
Durable goods.....	2.9	3.1	4.1	4.1	3.3	4.5	3.7	3.7	3.9	3.5	3.5	2.6	3.0	3.2	2.9
Ordnance and accessories.....	3.8	2.7	2.9	3.0	2.6	4.0	2.5	2.6	3.2	2.8	2.6	2.6	2.8	2.8	2.5
Lumber and wood products.....	3.0	3.6	4.5	4.6	5.0	7.4	8.2	6.1	4.6	3.3	3.4	2.2	2.5	4.1	4.1
Furniture and fixtures.....	2.9	3.8	4.8	5.3	4.5	4.8	4.1	3.6	4.0	3.0	3.9	2.1	2.6	3.4	3.3
Stone, clay, and glass products.....	2.6	2.5	2.7	3.3	2.9	4.5	3.1	3.1	3.5	3.1	3.3	2.2	2.5	2.9	2.4
Primary metal industries.....	2.0	2.2	2.8	2.4	1.8	2.8	2.7	3.3	4.1	4.3	3.7	2.6	2.6	2.8	1.8
Fabricated metal products.....	6.6	3.2	4.6	5.7	3.6	4.8	3.9	4.1	4.3	3.6	3.4	2.7	3.1	3.6	3.4
Machinery (except electrical).....	2.4	2.4	3.1	3.0	2.8	4.2	3.3	3.3	3.5	3.5	3.5	2.7	2.9	2.5	2.1
Electrical machinery.....	2.8	3.3	4.6	4.2	3.4	4.5	3.5	3.1	3.6	3.3	3.3	2.4	2.8	2.8	3.0
Transportation equipment.....	2.2	3.6	4.8	4.4	3.5	4.5	3.5	3.9	4.1	3.2	3.7	3.1	4.3	4.0	3.7
Instruments and related products.....	2.1	2.5	3.1	2.8	2.1	3.7	2.5	2.5	2.7	2.3	2.3	1.5	2.1	1.8	2.1
Miscellaneous manufacturing.....	2.5	4.7	6.3	6.8	5.4	5.2	4.5	4.9	5.1	4.7	5.1	2.4	2.9	4.0	4.4
Nondurable goods ⁴	2.5	2.9	3.5	3.6	3.4	4.3	3.4	3.1	3.0	2.8	3.0	2.1	2.3	2.7	2.9
Food and kindred products.....	3.3	3.9	4.5	4.3	4.2	5.5	4.7	3.9	3.8	3.6	3.9	2.5	3.0	3.5	3.8
Tobacco manufactures.....	1.1	1.9	2.5	2.3	3.7	2.1	1.6	1.3	1.5	1.7	1.8	.6	1.4	1.6	2.3
Textile-mill products.....	2.5	3.0	3.5	3.9	3.6	4.0	3.2	3.4	3.1	3.0	3.0	2.1	2.6	3.0	2.9
Apparel and other finished textile products.....	2.9	4.1	5.0	5.6	5.0	4.6	4.7	4.2	3.9	3.8	4.0	2.5	2.9	3.4	3.5
Paper and allied products.....	1.8	2.2	3.0	2.9	2.8	4.3	2.8	2.6	2.4	2.2	2.2	1.5	1.7	2.1	2.4
Chemicals and allied products.....	1.2	1.6	1.8	1.9	1.9	3.3	2.0	1.8	1.8	1.4	1.5	1.1	1.0	1.3	1.7
Products of petroleum and coal.....	.5	.7	1.0	.8	.8	1.9	1.0	1.3	2.0	.9	.9	.4	.4	.7	1.1
Rubber products.....	1.9	2.4	3.2	3.3	2.4	3.7	3.0	2.5	2.4	2.4	2.7	2.5	1.9	2.6	2.2
Leather and leather products.....	5.2	3.5	4.0	4.0	4.5	5.6	4.2	4.0	3.3	3.5	4.2	3.8	3.8	3.3	4.0
Nonmanufacturing:															
Metal mining.....	1.5	2.7	1.8	2.2	2.3	3.4	2.9	3.9	3.1	2.0	3.6	2.7	3.6	2.6	2.5
Anthracite mining.....	1.2	2.4	2.1	.5	1.5	1.0	1.9	1.6	3.3	.9	1.6	1.6	1.5	1.6	1.3
Bituminous coal mining.....	4.2	1.5	2.1	2.0	1.4	.9	1.7	.8	1.3	1.2	1.2	1.0	1.8	1.2	.9
Accessions: New hires															
Manufacturing.....	1.4	2.0	2.6	2.5	2.2	3.0	2.2	2.0	1.9	1.7	1.5	1.1	1.3	1.3	1.8
Durable goods.....	1.3	2.0	2.6	2.5	2.2	3.0	2.2	2.0	2.0	1.7	1.6	1.1	1.4	1.3	1.8
Ordnance and accessories.....	2.2	2.1	2.2	2.3	2.1	3.0	1.4	1.5	1.9	1.6	1.6	1.9	2.0	1.7	1.8
Lumber and wood products.....	2.0	2.9	4.1	4.1	4.4	6.2	6.3	4.3	3.4	2.3	2.5	1.3	1.9	2.7	2.9
Furniture and fixtures.....	1.9	3.0	4.0	4.3	3.8	3.4	2.6	2.2	2.4	1.8	2.0	1.1	1.4	1.7	2.2
Stone, clay, and glass products.....	1.1	2.0	1.8	2.2	2.0	3.3	2.1	1.7	1.6	1.2	1.4	.9	1.0	.9	1.5
Primary metal industries.....	.8	1.2	1.6	1.5	1.0	1.9	1.8	2.0	2.2	1.9	1.3	.8	.7	.5	.9
Fabricated metal products.....	1.3	1.8	2.7	2.9	2.2	3.0	2.2	2.3	2.1	1.6	1.4	1.1	1.6	1.4	2.1
Machinery (except electrical).....	1.4	1.6	2.0	2.0	1.8	2.8	2.1	2.0	2.0	1.8	1.6	1.0	1.1	.9	1.4
Electrical machinery.....	1.7	2.5	3.3	3.0	2.3	3.0	2.0	1.7	2.0	1.8	1.8	1.3	1.6	1.4	1.9
Transportation equipment.....	.7	1.6	1.8	1.4	1.6	2.2	1.4	1.5	1.5	1.2	1.2	1.3	1.6	1.3	1.9
Instruments and related products.....	1.3	2.0	2.6	2.1	1.8	3.2	2.0	1.9	1.8	1.6	1.5	.9	1.2	.9	1.6
Miscellaneous manufacturing.....	1.6	3.5	4.9	5.2	3.8	3.6	2.7	2.4	2.1	2.0	2.0	1.2	1.7	1.9	2.6
Nondurable goods ⁴	1.5	2.0	2.5	2.6	2.4	3.0	2.1	1.9	1.8	1.5	1.5	1.0	1.3	1.3	1.8
Food and kindred products.....	1.8	2.3	2.6	2.5	2.4	3.1	2.3	1.6	1.4	1.2	1.2	.9	1.3	1.5	2.0
Tobacco manufactures.....	.7	1.2	1.8	1.3	1.8	1.3	.9	.8	.8	.8	.9	.3	.9	.8	1.3
Textile-mill products.....	1.4	2.0	2.6	2.8	2.7	2.7	2.2	2.2	1.9	1.7	1.6	1.1	1.5	1.5	1.7
Apparel and other finished textile products.....	2.1	3.0	3.9	4.3	3.7	3.2	2.9	3.2	2.9	2.7	2.6	1.1	1.8	1.8	2.4
Paper and allied products.....	1.2	1.8	2.4	2.3	2.1	3.4	2.1	1.8	1.6	1.3	1.2	.8	1.1	1.3	1.8
Chemicals and allied products.....	.7	1.3	1.4	1.5	1.5	2.6	1.3	1.1	1.1	.9	.9	.6	.6	.8	1.3
Products of petroleum and coal.....	.2	.6	.7	.6	.7	1.4	.7	.6	1.2	.3	.3	.1	.2	.3	.9
Rubber products.....	1.0	1.7	2.5	2.3	1.8	2.5	1.5	1.5	1.6	1.4	1.4	1.1	.9	.8	1.3
Leather and leather products.....	2.3	2.1	2.6	2.8	3.4	4.1	2.6	2.5	2.0	2.3	2.6	2.2	2.1	1.7	2.4
Nonmanufacturing:															
Metal mining.....	1.1	1.5	1.3	1.7	1.3	1.9	1.4	1.5	1.3	.9	1.2	1.0	1.4	.7	1.5
Anthracite mining.....	.1	1.0	.1	(⁵)	(⁵)	(⁵)	.1	.2	(⁵)	(⁵)	.2	1.0	.6	.4	.8
Bituminous coal mining.....	.6	.6	.5	.6	.4	.2	.4	.3	.3	.2	.3	.3	.3	.3	.5

See footnotes at end of table.

TABLE B-1. Labor turnover rates, by major industry group¹—Continued

(Per 100 employees)

Major industry group	1959												1958		Annual average	
	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1958	1957	
Separations: Total ¹																
Manufacturing.....	4.1	4.7	4.3	3.7	3.3	2.8	2.9	3.0	2.8	2.6	3.1	2.8	2.8	3.6	3.6	
Durable goods.....	4.7	5.3	4.4	3.9	3.5	3.0	2.9	3.0	2.8	2.7	3.2	2.8	2.8	3.9	3.7	
Ordinance and accessories.....	1.6	2.3	3.3	2.2	1.8	2.3	2.3	2.4	2.4	2.5	3.2	1.5	2.2	2.9	3.6	
Lumber and wood products.....	5.6	5.0	5.9	6.0	4.9	3.8	4.2	4.7	4.2	3.2	3.6	3.9	4.1	4.2	5.0	
Furniture and fixtures.....	2.4	4.8	5.5	4.3	4.0	3.3	3.4	3.2	2.9	2.8	3.0	3.0	3.4	3.7	4.0	
Stone, clay, and glass products.....	2.8	3.4	4.5	3.4	3.1	2.4	2.1	2.0	2.1	2.0	3.3	3.1	2.3	3.5	3.0	
Primary metal industries.....	2.6	3.3	3.5	2.5	2.2	2.1	1.8	1.8	1.8	1.7	1.9	1.7	2.0	3.3	2.7	
Fabricated metal products.....	5.0	9.1	4.8	4.4	4.2	3.7	3.3	3.5	3.2	3.2	4.0	3.0	3.5	4.3	4.0	
Machinery (except electrical).....	2.7	3.7	3.7	2.7	2.7	2.4	2.5	2.4	2.1	2.0	2.4	1.6	2.0	3.3	3.1	
Electrical machinery.....	3.0	3.4	3.7	2.8	2.7	2.5	2.7	2.5	2.8	2.6	2.8	2.3	2.1	3.1	3.4	
Transportation equipment.....	10.9	8.9	5.0	6.0	5.0	3.8	3.8	4.1	3.9	3.8	4.6	3.5	3.1	5.1	4.6	
Instruments and related products.....	2.2	2.9	3.1	2.3	1.7	2.4	1.8	1.7	1.5	1.6	1.8	1.7	1.7	2.4	2.4	
Miscellaneous manufacturing.....	6.5	5.1	5.6	4.3	3.8	3.3	4.2	4.2	3.6	3.6	3.8	7.7	5.3	4.7	5.0	
Nondurable goods ⁴	2.9	3.5	4.1	3.4	2.9	2.6	2.8	2.9	2.7	2.5	2.9	2.7	2.8	3.0	3.2	
Food and kindred products.....	3.7	4.9	5.3	4.0	3.5	3.3	3.3	3.5	3.8	3.8	4.4	4.0	4.2	3.8	4.1	
Tobacco manufactures.....	1.3	1.7	2.1	1.9	2.7	1.6	2.0	2.1	1.6	1.8	2.1	2.3	1.4	2.1	2.6	
Textile-mill products.....	3.3	4.0	4.1	3.7	3.2	2.8	3.5	3.2	2.8	2.5	3.0	3.0	2.8	3.4	3.7	
Apparel and other finished textile products.....	3.3	4.0	4.8	4.6	4.0	3.3	3.7	4.1	3.3	3.0	3.4	3.3	3.5	3.8	3.8	
Paper and allied products.....	2.5	2.8	4.1	3.2	2.4	2.4	2.2	2.2	1.9	1.9	2.7	2.1	2.1	2.4	2.7	
Chemicals and allied products.....	1.6	1.7	2.7	1.8	1.3	1.3	1.4	1.3	1.4	1.2	1.5	1.5	1.8	1.8	1.8	
Products of petroleum and coal.....	1.3	1.1	1.7	1.1	1.3	1.0	.8	.9	1.4	.7	1.0	1.1	1.3	1.3	1.4	
Rubber products.....	3.6	2.7	3.0	2.5	2.3	2.2	2.4	2.4	2.1	2.0	2.0	1.4	1.5	2.7	2.6	
Leather and leather products.....	3.6	5.2	5.2	4.7	3.9	3.6	3.6	3.9	3.3	2.7	3.1	2.7	2.7	3.7	4.2	
Nonmanufacturing.....	3.3	1.8	4.3	2.7	2.6	2.7	2.8	2.9	2.8	1.7	2.9	2.4	2.3	3.9	3.7	
Metal mining.....	3.7	1.3	1.7	1.7	5.7	3.2	4.4	2.1	3.8	3.2	4.4	1.0	1.4	4.3	2.4	
Anthracite mining.....	1.0	1.4	1.8	19.6	4.0	2.2	2.5	2.6	2.6	2.2	1.7	.8	.9	2.5	1.6	
Bituminous coal mining.....																
Separations: Quits																
Manufacturing.....	1.0	1.4	2.2	1.8	1.3	1.3	1.3	1.1	1.0	0.8	0.9	0.7	0.8	0.9	1.4	
Durable goods.....	.9	1.3	2.1	1.6	1.2	1.2	1.2	1.1	.9	.8	.8	.6	.7	.8	1.3	
Ordinance and accessories.....	.7	1.0	1.9	1.4	1.1	1.0	1.0	1.0	1.0	.9	1.0	.4	.8	.8	1.1	
Lumber and wood products.....	1.6	2.4	4.3	3.6	2.7	2.5	2.6	2.2	1.7	1.2	1.4	1.0	1.4	1.7	2.2	
Furniture and fixtures.....	1.2	2.0	2.9	2.6	1.9	1.6	1.7	1.7	1.3	1.1	1.2	.8	1.0	1.1	1.6	
Stone, clay, and glass products.....	.7	1.0	1.8	1.6	1.0	1.0	1.0	.8	.7	.5	.6	.4	.6	.7	1.1	
Primary metal industries.....	.7	.7	1.3	1.0	.7	.8	.7	.7	.6	.5	.4	.3	.4	.4	.8	
Fabricated metal products.....	.9	1.1	1.9	1.6	1.1	1.2	1.1	1.1	.9	.7	.7	.5	.8	.8	1.3	
Machinery (except electrical).....	.7	.9	1.6	1.2	.9	1.0	1.0	1.0	.8	.7	.7	.5	.5	.6	1.0	
Electrical machinery.....	1.2	1.4	2.3	1.7	1.2	1.2	1.2	1.1	1.0	.9	1.0	.7	.9	.9	1.5	
Transportation equipment.....	.7	1.0	1.5	1.1	1.0	1.1	1.0	1.0	.8	.7	.8	.7	.7	.8	1.3	
Instruments and related products.....	.8	1.4	2.0	1.4	.9	1.1	.9	.9	.7	.8	.8	.6	.7	.7	1.1	
Miscellaneous manufacturing.....	1.3	2.4	3.5	2.6	1.9	1.6	1.7	1.5	1.1	1.2	1.2	.9	1.3	1.2	1.8	
Nondurable goods ⁴	1.1	1.5	2.3	2.1	1.6	1.4	1.4	1.2	1.1	1.0	1.0	.8	.9	1.0	1.5	
Food and kindred products.....	1.0	1.4	2.3	1.8	1.2	1.2	1.1	.9	.8	.7	.8	.6	.9	.9	1.3	
Tobacco manufactures.....	.8	1.2	1.5	1.4	1.6	1.1	1.1	1.1	1.0	.9	1.1	.7	.7	.9	1.4	
Textile-mill products.....	1.3	1.8	2.6	2.4	1.9	1.6	1.6	1.6	1.3	1.2	1.2	1.0	1.2	1.2	1.6	
Apparel and other finished textile products.....	2.1	2.8	3.6	3.5	2.9	2.3	2.5	2.2	2.1	1.9	1.9	1.4	1.5	1.7	2.3	
Paper and allied products.....	.9	1.2	2.7	1.8	1.1	1.2	1.1	.9	.8	.7	.8	.6	.6	.8	1.3	
Chemicals and allied products.....	.4	.7	1.7	1.0	.7	.7	.6	.5	.5	.4	.5	.4	.4	.6	.9	
Products of petroleum and coal.....	.3	.4	1.0	.5	.3	.3	.3	.3	.3	.2	.2	.2	.2	.3	.5	
Rubber products.....	.8	1.0	1.6	1.3	.9	1.1	1.0	.9	.7	.8	.8	.6	.8	.8	1.0	
Leather and leather products.....	1.9	2.0	3.0	3.1	2.6	2.5	2.1	2.0	1.6	1.5	1.6	1.4	1.5	1.5	2.2	
Nonmanufacturing.....	1.1	1.0	2.2	1.4	1.7	1.2	2.1	1.5	1.1	.9	1.3	.6	.8	1.2	2.1	
Metal mining.....	.1	.4	.5	.6	.1	.5	.4	.1	(9)	.2	.3	.5	.2	.5	.8	
Anthracite mining.....	.3	.5	.6	.4	.3	.2	.3	.2	.2	.2	.2	.2	.2	.3	.4	
Bituminous coal mining.....																

See footnotes at end of table.

TABLE B-1. Labor turnover rates, by major industry group ¹—Continued

[Per 100 employees]

Major industry group	1959												1958		Annual average	
	Nov. ¹	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1958	1957	
	Separations: Layoffs															
Manufacturing.....	2.7	2.8	1.5	1.4	1.4	1.0	1.1	1.3	1.3	1.3	1.7	1.8	1.6	2.3	1.7	
Durable goods.....	3.3	3.5	1.6	1.6	1.7	1.1	1.2	1.3	1.4	1.4	1.8	1.9	1.7	2.6	1.9	
Ordinance and accessories.....	.6	.8	.6	.3	.3	.7	.7	.8	.7	1.1	1.6	.7	1.0	1.8	2.2	
Lumber and wood products.....	3.3	1.9	1.0	1.7	1.5	.7	.9	1.8	1.9	1.5	1.7	2.5	2.3	2.1	2.3	
Furniture and fixtures.....	1.7	2.1	1.8	1.0	1.4	1.1	1.2	1.0	1.1	1.3	1.3	2.0	2.0	2.2	1.9	
Stone, clay, and glass products.....	1.7	1.9	2.1	1.2	1.6	.7	.6	.8	.9	1.2	2.2	2.3	1.4	2.5	1.6	
Primary metal industries.....	1.5	2.1	1.6	.9	1.1	.7	.5	.6	.6	.7	1.0	1.1	1.3	2.6	1.6	
Fabricated metal products.....	3.7	7.3	2.2	2.2	2.5	1.8	1.5	1.8	1.8	1.9	2.7	2.0	2.4	3.1	2.1	
Machinery (except electrical).....	1.6	2.2	1.5	.9	1.3	.9	1.0	.8	.8	.8	1.2	.8	1.2	2.4	1.6	
Electrical machinery.....	1.1	1.3	.6	.5	.9	.6	.8	.8	1.1	1.0	1.0	1.2	.9	1.8	1.4	
Transportation equipment.....	9.9	7.3	2.6	4.1	3.3	2.1	2.1	2.8	2.5	2.5	3.1	2.4	1.9	3.8	2.6	
Instruments and related products.....	1.0	1.0	.6	.5	.5	.9	.6	.5	.4	.4	.6	.9	.6	1.3	1.0	
Miscellaneous manufacturing.....	4.8	2.0	1.3	.9	1.2	1.1	1.9	2.1	2.0	2.0	2.1	6.4	3.6	3.1	2.7	
Nondurable goods ⁴	1.4	1.5	1.1	.8	.9	.8	1.0	1.2	1.2	1.1	1.4	1.6	1.5	1.7	1.4	
Food and kindred products.....	2.3	3.0	2.4	1.7	1.8	1.7	1.9	2.1	2.7	2.7	2.8	3.1	2.9	2.5	2.4	
Tobacco manufactures.....	.3	.1	.2	.2	.7	.2	.5	.8	.3	.5	.7	1.4	.4	.9	.9	
Textile-mill products.....	1.6	1.6	1.0	.8	.8	.7	1.4	1.1	1.0	1.0	1.4	1.7	1.3	1.8	1.7	
Apparel and other finished textile products.....	.8	.6	.8	.6	.6	.6	.8	1.4	.8	.8	1.2	1.6	1.7	1.8	1.3	
Paper and allied products.....	1.1	1.1	.6	.8	.7	.7	.6	.8	.7	.9	1.4	1.2	1.2	1.3	1.0	
Chemicals and allied products.....	.8	.6	.5	.3	.3	.2	.3	.4	.5	.5	.6	.9	1.1	1.0	.6	
Products of petroleum and coal.....	.7	.5	.3	.2	.6	.2	.2	.2	.7	.1	.3	.6	.8	.6	.6	
Rubber products.....	2.4	1.2	.9	.7	.9	.7	1.0	1.0	1.0	.9	1.0	.6	.7	1.8	1.1	
Leather and leather products.....	1.3	2.6	1.5	.9	.7	.8	.9	1.5	1.3	.9	1.0	1.0	1.0	1.8	1.2	
Nonmanufacturing:																
Metal mining.....	1.9	.3	1.6	.8	.2	.7	.1	.3	.8	.3	.9	1.2	1.0	2.2	1.0	
Anthracite mining.....	2.8	.3	.3	(⁵)	4.8	1.9	2.7	.7	2.5	2.0	3.6	.4	1.2	3.7	1.4	
Bituminous coal mining.....	.3	.7	.8	18.9	3.3	1.8	2.0	2.1	2.0	1.5	1.1	.4	.5	2.0	1.0	

¹ Month-to-month changes in total employment in manufacturing and nonmanufacturing industries as indicated by labor turnover rates are not comparable with the changes shown by the Bureau's employment series for the following reasons:

- (1) The labor turnover series measures changes during the calendar month, while the employment series measures changes from midmonth to midmonth;
- (2) Industry coverage is not identical, as the printing and publishing industry and some seasonal industries are excluded from turnover;
- (3) Turnover rates tend to be understated because small firms are not as prominent in the turnover sample as in the employment sample; and
- (4) Reports from plants affected by work stoppages are excluded from the

turnover series, but the employment series reflects the influence of such stoppages.

² Preliminary.

³ Beginning with January 1959, transfers between establishments of the same firm are included in total accessions and total separations; therefore, rates for these items are not strictly comparable with prior data. Transfers comprise part of other accessions and other separations, the rates for which are not shown separately.

⁴ Excludes the printing, publishing, and allied industries group, and the following industries: Canning and preserving; women's, misses', and children's outerwear; and fertilizer.

⁵ Less than 0.05.

C.—Earnings and Hours

TABLE C-1. Gross hours and earnings of production workers,¹ by industry

Industry	1959											1958		Annual average	
	Nov. ³	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1958	1957
Average weekly earnings															
Mining.....	\$109.21	\$108.92	\$107.45	\$108.77	\$103.49	\$111.49	\$108.94	\$106.27	\$106.13	\$106.00	\$105.98	\$105.56	\$103.69	\$100.10	\$102.21
Metal.....	106.19	99.38	99.29	97.71	93.14	107.79	106.86	102.94	104.23	104.43	103.94	101.24	100.84	96.22	96.74
Iron.....	112.03	86.34	90.19	95.84	84.10	116.18	113.83	104.60	106.11	107.45	106.59	101.82	102.60	100.27	103.49
Copper.....	110.59	110.53	99.46	96.75	100.85	106.60	108.03	108.79	110.56	108.56	106.82	103.42	105.76	94.62	97.75
Lead and zinc.....	92.80	92.39	94.85	92.89	89.24	91.66	87.75	86.08	87.64	90.17	91.43	92.29	89.02	85.93	88.97
Anthracite.....	94.12	82.80	88.36	76.73	79.20	82.75	85.45	88.55	76.45	74.79	91.24	93.19	78.04	76.01	81.79
Bituminous coal.....	118.11	123.55	115.81	120.74	104.98	126.49	120.01	114.75	112.29	112.85	114.71	115.82	107.31	102.38	110.53
Crude-petroleum and natural-gas production:															
Petroleum and natural-gas production (except contract services).....	117.83	113.12	116.72	115.75	117.31	112.56	112.84	113.00	115.36	116.33	111.92	108.54	112.06	109.75	106.75
Nonmetallic mining and quarrying.....	95.69	97.90	99.01	100.33	98.32	98.08	95.25	94.80	90.31	88.82	87.98	86.87	92.84	80.63	87.80
Contract construction.....	113.56	117.66	115.66	119.88	116.56	116.66	114.82	113.89	110.87	106.64	111.03	109.43	110.66	110.47	108.64
Nonbuilding construction.....	111.25	117.74	112.58	121.26	118.30	117.46	112.06	110.28	108.23	100.19	106.88	105.36	108.11	106.47	105.07
Highway and street construction.....	105.29	113.03	109.62	119.71	115.44	113.88	106.56	103.28	98.21	85.46	93.69	93.98	102.62	104.14	98.66
Other nonbuilding construction.....	116.74	123.01	116.35	123.07	121.29	120.77	118.00	116.61	115.84	109.82	114.55	114.55	113.59	114.26	110.15
Building construction.....	114.14	117.72	116.71	119.19	116.16	116.66	118.39	114.44	110.95	108.12	111.65	110.37	111.16	110.67	106.96
General contractors.....	104.27	109.85	107.87	110.70	107.15	108.19	106.36	106.07	103.19	100.25	103.01	99.12	103.37	102.53	98.99
Special-trade contractors.....	119.35	122.38	121.70	123.98	120.88	121.81	120.82	119.13	115.15	112.20	116.86	116.51	115.73	116.28	112.17
Plumbing and heating.....	128.71	130.79	126.29	131.45	129.96	128.78	129.12	127.72	125.33	123.28	127.64	127.59	121.77	123.23	118.87
Painting and decorating.....	114.53	115.17	116.47	117.00	114.85	114.82	113.60	111.97	109.07	104.63	107.62	106.10	108.73	107.95	105.78
Electrical work.....	141.38	144.38	138.78	144.71	145.08	143.91	141.64	138.65	137.88	129.41	140.48	134.66	135.97	132.16	126.10
Other special-trade contractors.....	112.55	116.49	117.51	118.70	114.37	116.28	118.31	112.70	106.88	102.72	108.54	107.24	110.06	109.31	106.30
Average weekly hours															
Mining.....	40.6	41.1	40.7	41.2	39.2	41.6	40.8	40.1	39.9	39.7	40.1	40.6	40.0	39.1	40.4
Metal.....	41.0	40.4	40.2	39.4	36.1	41.3	41.1	39.9	40.4	40.8	40.6	39.7	39.7	38.5	40.8
Iron.....	40.3	30.4	31.1	32.6	28.9	40.2	39.8	36.7	37.1	37.7	37.4	35.6	36.0	36.2	39.5
Copper.....	45.7	45.3	41.1	38.7	40.5	42.3	42.7	43.0	43.7	43.2	42.9	41.7	42.3	39.1	40.9
Lead and zinc.....	40.7	40.7	41.6	41.1	38.8	40.2	39.0	38.6	39.3	40.8	41.0	41.2	40.1	39.6	41.0
Anthracite.....	34.1	30.0	31.9	27.9	30.2	31.3	32.2	27.6	27.0	34.3	35.3	29.9	28.9	28.9	31.1
Bituminous coal.....	35.9	37.9	35.2	36.7	32.5	38.8	36.7	35.2	35.2	33.6	38.1	38.1	33.9	33.9	36.6
Crude-petroleum and natural-gas production:															
Petroleum and natural-gas production (except contract services).....	41.2	40.4	41.1	40.9	41.6	40.2	40.3	40.5	41.2	41.4	41.3	40.5	41.2	40.8	40.9
Nonmetallic mining and quarrying.....	43.3	44.3	44.6	45.4	45.1	45.3	44.3	44.3	42.4	41.7	41.5	42.1	44.0	43.3	43.9
Contract construction.....	35.6	37.0	36.6	38.3	37.6	38.0	37.4	37.0	35.9	34.4	35.7	35.3	36.4	36.7	36.9
Nonbuilding construction.....	35.9	40.0	39.5	43.0	42.1	42.1	40.6	38.6	36.3	35.0	37.9	36.6	40.1	39.8	36.8
Highway and street construction.....	39.4	41.1	40.6	44.5	43.4	43.3	41.3	40.5	39.6	35.0	38.2	37.0	40.4	41.0	36.2
Other nonbuilding construction.....	38.4	40.2	38.4	41.3	40.7	40.8	40.0	39.5	39.4	37.1	38.7	38.7	38.9	39.4	39.2
Building construction.....	34.8	36.0	35.8	36.9	36.3	36.8	36.4	36.1	35.0	34.0	35.0	34.6	35.4	35.7	36.1
General contractors.....	34.3	35.9	35.6	36.9	36.2	36.8	36.3	36.2	35.1	34.1	34.8	33.6	35.4	35.6	35.7
Special-trade contractors.....	35.0	36.1	35.9	36.9	36.3	36.8	36.5	36.1	35.0	34.0	35.2	35.2	35.5	35.8	36.3
Plumbing and heating.....	37.2	37.8	36.5	38.1	38.0	38.1	38.2	37.9	37.3	36.8	38.1	38.2	36.9	37.8	38.1
Painting and decorating.....	34.6	34.9	35.4	36.0	35.7	35.0	35.5	35.1	34.3	32.8	33.6	34.2	34.3	34.6	34.7
Electrical work.....	37.6	38.5	37.0	38.9	39.0	39.0	38.7	38.7	37.9	38.3	38.7	37.2	38.3	38.3	39.2
Other special-trade contractors.....	33.8	35.3	35.5	36.3	35.3	36.0	35.7	35.0	33.4	32.0	33.5	33.2	34.8	34.7	35.2
Average hourly earnings															
Mining.....	\$2.69	\$2.65	\$2.64	\$2.64	\$2.64	\$2.68	\$2.67	\$2.65	\$2.66	\$2.67	\$2.64	\$2.60	\$2.59	\$2.55	\$2.53
Metal.....	2.59	2.46	2.47	2.48	2.38	2.61	2.60	2.58	2.58	2.56	2.66	2.55	2.54	2.45	2.42
Iron.....	2.78	2.84	2.90	2.94	2.91	2.89	2.86	2.85	2.86	2.85	2.85	2.86	2.85	2.77	2.62
Copper.....	2.42	2.44	2.42	2.50	2.49	2.52	2.53	2.53	2.53	2.52	2.49	2.45	2.50	2.42	2.39
Lead and zinc.....	2.28	2.27	2.28	2.26	2.30	2.28	2.25	2.23	2.23	2.21	2.23	2.24	2.22	2.17	2.17
Anthracite.....	2.76	2.76	2.77	2.75	2.75	2.74	2.73	2.75	2.77	2.77	2.66	2.64	2.61	2.63	2.63
Bituminous coal.....	3.29	3.26	3.29	3.29	3.23	3.36	3.27	3.26	3.19	3.17	3.18	3.04	3.04	3.02	3.02
Crude-petroleum and natural-gas production:															
Petroleum and natural-gas production (except contract services).....	2.86	2.80	2.84	2.83	2.82	2.80	2.80	2.79	2.80	2.81	2.71	2.68	2.72	2.69	2.61
Nonmetallic mining and quarrying.....	2.21	2.21	2.22	2.21	2.18	2.17	2.15	2.14	2.13	2.13	2.12	2.13	2.11	2.07	2.00
Contract construction.....	3.19	3.18	3.16	3.13	3.10	3.07	3.07	3.07	3.08	3.10	3.11	3.10	3.04	3.01	2.89
Nonbuilding construction.....	2.86	2.90	2.85	2.92	2.81	2.79	2.76	2.75	2.74	2.76	2.75	2.78	2.73	2.73	2.64
Highway and street construction.....	2.67	2.75	2.70	2.69	2.66	2.63	2.58	2.55	2.45	2.44	2.45	2.54	2.54	2.54	2.43
Other nonbuilding construction.....	3.04	3.06	3.03	2.98	2.98	2.96	2.95	2.93	2.94	2.96	2.96	2.96	2.92	2.90	2.81
Building construction.....	3.28	3.27	3.26	3.23	3.20	3.17	3.17	3.17	3.17	3.18	3.19	3.19	3.14	3.10	2.96
General contractors.....	3.04	3.06	3.03	3.00	2.96	2.94	2.93	2.93	2.94	2.94	2.96	2.95	2.92	2.88	2.77
Special-trade contractors.....	3.41	3.39	3.39	3.36	3.33	3.31	3.31	3.30	3.29	3.30	3.32	3.31	3.26	3.22	3.09
Plumbing and heating.....	3.46	3.46	3.46	3.45	3.42	3.38	3.38	3.37	3.36	3.35	3.35	3.34	3.30	3.26	3.12
Painting and decorating.....	3.31	3.30	3.29	3.25	3.22	3.19	3.20	3.19	3.18	3.19	3.20	3.19	3.17	3.12	2.99
Electrical work.....	3.76	3.75	3.75	3.72	3.72	3.69	3.69	3.68	3.62	3.63	3.64	3.63	3.62	3.53	3.37
Other special-trade contractors.....	3.33	3.30	3.31	3.27	3.24	3.23	3.23	3.22	3.20	3.21	3.24	3.23	3.18	3.15	3.02

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959											1958		Annual average	
	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1958	1957
	Average weekly earnings														
Manufacturing	\$88.98	\$89.06	\$89.47	\$88.70	\$89.65	\$91.17	\$90.32	\$89.87	\$89.24	\$88.00	\$87.38	\$88.04	\$86.58	\$83.50	\$82.39
Durable goods.....	95.44	96.52	96.70	95.88	96.80	99.36	98.64	97.75	97.10	95.11	94.94	96.29	94.30	90.06	88.66
Nondurable goods.....	80.39	79.79	80.79	80.20	86.00	79.60	79.40	79.00	79.00	78.01	77.81	78.01	77.22	75.27	73.81
Durable goods															
Ordnance and accessories.....	106.55	106.55	105.22	103.38	105.06	105.47	105.83	103.32	104.08	103.57	105.00	106.43	103.16	101.43	95.47
Lumber and wood products.....	81.00	82.42	82.62	82.61	80.19	82.19	80.56	78.96	77.74	74.26	74.84	77.38	77.59	75.41	72.04
Saw mills and planing mills.....	78.36	79.37	79.77	80.95	79.13	80.70	78.66	76.30	75.85	72.86	72.81	75.17	75.39	73.23	70.92
Millwork, plywood, and prefabricated structural wood products.....	83.82	84.86	83.43	86.11	83.85	85.90	86.11	85.08	83.43	81.51	81.41	81.00	83.21	79.38	75.60
Wooden containers.....	59.35	61.35	62.06	61.24	60.53	61.12	60.59	59.09	59.09	57.52	57.02	57.38	57.31	56.88	56.23
Miscellaneous wood products.....	66.75	67.40	66.42	67.07	66.74	66.74	66.74	66.17	66.08	64.80	65.37	65.60	65.28	63.52	61.56
Furniture and fixtures.....	74.57	76.49	75.58	76.31	74.66	74.66	72.76	72.40	73.12	72.32	72.54	74.16	73.03	70.31	70.00
Household furniture.....	71.80	73.85	72.04	72.56	71.34	70.64	69.37	69.20	69.83	69.43	69.26	71.14	70.28	66.76	66.63
Office, public-building, and professional furniture.....	82.99	86.11	86.11	89.25	87.57	85.90	84.24	83.22	82.61	82.21	82.21	82.62	81.00	79.79	78.99
Partitions, shelving, lockers, and fixtures.....	59.87	61.94	63.89	64.35	67.71	65.91	60.72	60.63	58.03	57.53	57.46	58.65	58.08	55.97	55.22
Screens, blinds, and miscellaneous furniture and fixtures.....	73.60	74.93	71.53	73.44	74.48	75.81	76.22	73.12	73.53	72.58	74.66	74.98	73.98	71.56	68.40
Average weekly hours															
Manufacturing	39.9	40.3	40.3	40.5	40.2	40.7	40.5	40.3	40.2	40.0	39.9	40.2	39.9	39.2	39.8
Durable goods.....	40.1	40.9	40.8	40.8	40.5	41.4	41.1	40.9	40.8	40.3	40.4	40.8	40.3	39.5	40.3
Nondurable goods.....	39.6	39.5	39.8	40.1	39.8	39.8	39.7	39.5	39.5	39.4	39.3	39.6	39.4	38.8	39.1
Durable goods															
Ordnance and accessories.....	41.3	41.3	41.1	40.7	41.2	41.2	41.5	41.0	41.3	41.1	41.5	41.9	41.1	40.9	40.8
Lumber and wood products.....	40.3	40.8	40.7	41.1	40.5	41.3	41.1	40.7	40.7	39.5	39.6	40.3	40.2	39.9	39.6
Sawmills and planing mills.....	40.6	40.7	40.7	41.3	41.0	41.8	41.4	40.8	41.0	39.6	39.3	40.2	40.1	39.8	39.4
Millwork, plywood, and prefabricated structural wood products.....	40.3	40.8	40.5	41.6	40.9	41.7	41.8	41.5	41.1	40.7	40.5	40.5	41.4	40.5	40.6
Wooden containers.....	40.1	40.9	40.3	41.1	40.9	41.3	41.5	40.2	40.2	39.4	39.6	39.3	39.8	39.5	39.0
Miscellaneous wood products.....	40.7	41.1	40.5	41.4	41.2	41.2	41.2	41.1	41.3	40.5	40.6	41.0	40.8	40.2	40.5
Furniture and fixtures.....	41.2	41.8	41.3	41.7	40.8	40.8	40.2	40.0	40.4	40.4	40.3	41.2	40.8	39.5	40.0
Household furniture.....	41.5	42.2	41.4	41.7	41.0	40.6	40.1	40.0	40.6	40.6	40.5	41.6	41.1	39.5	39.9
Office, public-building, and professional furniture.....	39.9	41.4	41.2	42.5	41.7	41.1	40.5	40.4	40.1	40.3	40.1	40.3	39.9	39.5	40.3
Partitions, shelving, lockers, and fixtures.....	40.3	40.5	41.0	41.2	38.3	41.7	40.5	40.1	39.3	38.9	38.7	39.4	38.6	38.9	40.2
Screens, blinds, and miscellaneous furniture and fixtures.....	40.0	40.5	39.3	40.8	40.7	41.2	41.2	40.4	40.4	40.1	40.8	41.2	41.1	40.2	40.0
Average hourly earnings															
Manufacturing	\$2.23	\$2.21	\$2.22	\$2.19	\$2.23	\$2.24	\$2.23	\$2.23	\$2.22	\$2.20	\$2.19	\$2.19	\$2.17	\$2.13	\$2.07
Durable goods.....	2.38	2.36	2.37	2.35	2.39	2.40	2.40	2.39	2.38	2.36	2.35	2.36	2.34	2.28	2.20
Nondurable goods.....	2.03	2.02	2.03	2.00	2.01	2.00	2.00	2.00	2.00	1.98	1.98	1.97	1.96	1.94	1.88
Durable goods															
Ordnance and accessories.....	2.58	2.58	2.56	2.54	2.55	2.56	2.55	2.52	2.52	2.52	2.53	2.54	2.51	2.48	2.34
Lumber and wood products.....	2.01	2.02	2.03	2.01	1.98	1.99	1.96	1.94	1.91	1.88	1.89	1.92	1.93	1.89	1.81
Sawmills and planing mills.....	1.93	1.95	1.96	1.96	1.93	1.94	1.90	1.87	1.85	1.84	1.84	1.87	1.88	1.84	1.80
Millwork, plywood, and prefabricated structural wood products.....	2.08	2.08	2.06	2.07	2.05	2.06	2.06	2.05	2.03	2.01	2.01	2.00	2.01	1.96	1.89
Wooden containers.....	1.48	1.50	1.54	1.49	1.48	1.48	1.46	1.47	1.47	1.46	1.44	1.46	1.44	1.44	1.42
Miscellaneous wood products.....	1.64	1.64	1.64	1.62	1.62	1.62	1.62	1.61	1.60	1.60	1.61	1.60	1.60	1.58	1.52
Furniture and fixtures.....	1.81	1.83	1.83	1.83	1.83	1.83	1.81	1.81	1.81	1.79	1.80	1.80	1.79	1.78	1.75
Household furniture.....	1.73	1.75	1.74	1.74	1.74	1.74	1.73	1.73	1.72	1.71	1.71	1.71	1.71	1.69	1.67
Office, public-building, and professional furniture.....	2.08	2.08	2.09	2.10	2.10	2.09	2.08	2.06	2.06	2.04	2.05	2.05	2.03	2.02	1.96
Partitions, shelving, lockers, and fixtures.....	2.23	2.27	2.29	2.29	2.29	2.30	2.24	2.26	2.24	2.25	2.26	2.25	2.23	2.21	2.12
Screens, blinds, and miscellaneous furniture and fixtures.....	1.84	1.85	1.82	1.80	1.83	1.84	1.85	1.81	1.82	1.81	1.83	1.82	1.80	1.78	1.71

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959												1958		Annual average	
	Nov. ¹	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1958	1957	
Average weekly earnings																
Manufacturing—Continued																
Durable goods—Continued																
Stone, clay, and glass products.....	\$91.17	\$91.88	\$91.43	\$92.35	\$92.13	\$92.16	\$91.94	\$91.27	\$90.20	\$87.67	\$86.83	\$87.26	\$87.53	\$84.80	\$83.03	
Flat glass.....	126.14	130.00	133.34	125.76	131.99	134.94	121.24	131.97	132.70	135.20	136.76	133.35	123.51	112.10	114.62	
Glass and glassware, pressed or blown.....	88.26	88.18	84.36	88.80	88.36	87.78	88.90	88.80	89.24	87.82	86.11	87.16	87.16	85.75	83.58	
Glass products made of purchased glass.....	75.17	74.56	72.68	72.71	72.65	74.70	74.89	74.34	72.10	71.74	72.80	77.64	76.45	71.55	70.67	
Cement, hydraulic.....	103.66	99.96	106.17	101.02	101.09	98.88	97.82	96.87	95.51	93.53	92.98	95.12	97.41	92.92	87.91	
Structural clay products.....	81.61	80.99	80.80	82.19	82.19	81.77	81.58	80.39	78.79	77.03	75.66	75.85	78.18	75.25	74.61	
Pottery and related products.....	81.20	81.87	80.35	81.24	73.44	79.80	79.32	78.17	79.25	78.57	77.17	76.43	77.29	73.24	73.48	
Concrete, gypsum, and plaster products.....	91.58	93.72	94.13	95.82	95.37	95.58	94.05	91.91	88.99	85.48	85.67	86.81	88.91	86.43	82.75	
Cut-stone and stone products.....	75.03	77.75	75.99	76.22	74.74	76.59	77.18	75.81	72.98	72.04	71.31	72.07	72.58	73.31	70.98	
Miscellaneous nonmetallic mineral products.....	95.47	95.94	96.46	97.58	97.58	97.86	98.09	97.44	95.72	95.04	94.16	93.94	91.80	87.96	86.67	
Primary metal industries.....	107.75	105.74	106.40	104.81	108.19	118.43	117.58	116.60	115.34	112.72	110.80	109.45	108.03	100.97	98.75	
Blast furnaces, steel works, and rolling mills.....	113.40	116.66	118.73	113.09	111.29	129.38	127.10	127.10	125.36	122.00	120.08	116.40	115.50	108.00	104.79	
Iron and steel foundries.....	94.28	96.14	96.14	96.16	98.49	101.02	100.94	98.42	97.53	95.28	94.80	94.17	91.87	85.93	87.64	
Primary smelting and refining of nonferrous metals.....	108.50	108.53	111.90	104.52	105.26	104.86	104.81	104.55	103.80	105.06	105.16	105.06	104.04	99.05	95.92	
Secondary smelting and refining of nonferrous metals.....	96.28	95.68	96.22	95.49	91.71	94.62	94.06	94.02	93.98	92.03	92.43	93.30	93.34	88.84	87.53	
Rolling, drawing, and alloying of nonferrous metals.....	109.45	109.45	107.71	108.09	111.30	113.85	113.69	113.42	112.20	110.56	106.97	108.94	108.52	100.90	95.51	
Nonferrous foundries.....	100.86	103.58	101.76	99.39	99.55	100.77	99.70	98.88	97.51	97.44	98.16	98.95	96.63	93.06	91.20	
Miscellaneous primary metal industries.....	108.65	108.81	111.11	110.97	113.99	118.71	119.00	116.76	115.09	112.89	111.38	111.38	109.48	102.31	100.95	
Average weekly hours																
Stone, clay, and glass products.....	40.7	41.2	41.0	41.6	41.5	41.7	41.6	41.3	41.0	40.4	40.2	40.4	40.9	40.0	40.5	
Flat glass.....	40.3	41.4	42.6	40.7	41.9	42.3	41.4	41.5	41.6	41.6	42.6	42.2	40.1	38.6	40.5	
Glass and glassware, pressed or blown.....	39.4	39.9	38.0	40.0	39.8	39.9	40.0	40.0	40.2	40.1	39.5	39.8	39.8	39.7	39.8	
Glass products made of purchased glass.....	40.2	40.3	39.5	39.3	39.5	40.6	40.7	40.4	39.4	39.2	39.4	41.3	41.1	39.1	39.7	
Cement, hydraulic.....	41.3	40.8	41.8	41.4	41.6	41.2	41.1	40.7	40.3	39.8	39.4	40.5	41.1	40.4	40.7	
Structural clay products.....	40.6	40.7	40.4	41.3	41.3	41.3	41.2	40.6	40.2	39.5	39.2	39.1	40.3	39.4	39.9	
Pottery and related products.....	38.3	38.8	37.9	38.5	37.0	38.0	37.8	37.1	38.1	38.1	37.1	37.1	37.7	35.9	37.3	
Concrete, gypsum, and plaster products.....	43.2	44.0	44.4	45.2	45.2	45.3	45.0	44.4	43.2	41.9	42.2	42.2	43.8	43.0	43.1	
Cut-stone and stone products.....	41.0	41.8	41.3	41.2	40.4	41.4	41.7	41.2	40.1	39.8	39.4	39.6	40.1	40.5	40.1	
Miscellaneous nonmetallic mineral products.....	40.8	41.0	41.4	41.7	41.7	42.0	42.1	42.0	41.8	41.5	41.3	41.2	40.8	39.8	40.5	
Primary metal industries.....	38.9	39.9	40.0	39.7	38.5	41.7	41.4	41.2	40.9	40.4	40.0	39.8	39.3	38.1	39.5	
Blast furnaces, steel works, and rolling mills.....	37.8	38.0	38.3	38.6	35.9	41.6	41.0	41.0	40.7	40.0	39.5	38.8	38.5	37.5	36.1	
Iron and steel foundries.....	38.8	39.4	39.4	39.9	40.7	41.4	41.2	40.5	40.3	39.7	39.5	39.4	38.6	37.2	39.3	
Primary smelting and refining of nonferrous metals.....	41.1	40.8	41.6	40.2	40.8	40.8	41.1	41.0	40.9	41.2	41.4	41.2	40.8	40.1	40.6	
Secondary smelting and refining of nonferrous metals.....	41.5	41.6	42.2	41.7	40.4	41.5	41.7	41.6	41.4	40.9	40.9	41.1	41.3	40.2	40.9	
Rolling, drawing, and alloying of nonferrous metals.....	41.3	41.3	40.8	41.1	42.0	42.8	42.9	42.8	42.5	42.2	41.3	41.9	41.9	40.2	40.3	
Nonferrous foundries.....	41.0	41.6	41.2	40.9	40.8	41.3	41.2	41.2	40.8	40.6	40.9	41.4	40.6	39.6	40.0	
Miscellaneous primary metal industries.....	39.8	40.3	41.0	41.1	41.3	42.7	42.5	42.0	41.7	41.2	41.1	41.1	40.4	39.2	40.5	
Average hourly earnings																
Stone, clay, and glass products.....	\$2.24	\$2.23	\$2.23	\$2.22	\$2.22	\$2.21	\$2.21	\$2.21	\$2.20	\$2.17	\$2.16	\$2.16	\$2.14	\$2.12	\$2.05	
Flat glass.....	3.13	3.14	3.13	3.09	3.15	3.19	3.17	3.18	3.19	3.25	3.21	3.16	3.08	2.98	2.83	
Glass and glassware, pressed or blown.....	2.24	2.21	2.22	2.22	2.22	2.20	2.22	2.22	2.22	2.19	2.18	2.19	2.19	2.16	2.10	
Glass products made of purchased glass.....	1.87	1.85	1.84	1.85	1.84	1.84	1.84	1.84	1.83	1.83	1.85	1.88	1.86	1.83	1.78	
Cement, hydraulic.....	2.51	2.45	2.54	2.44	2.43	2.40	2.38	2.38	2.37	2.35	2.36	2.35	2.37	2.30	2.16	
Structural clay products.....	2.01	1.99	2.00	1.99	1.99	1.98	1.98	1.98	1.96	1.95	1.93	1.94	1.94	1.91	1.87	
Pottery and related products.....	2.12	2.11	2.12	2.11	2.12	2.10	2.10	2.09	2.08	2.07	2.08	2.06	2.05	2.04	1.97	
Concrete, gypsum, and plaster products.....	2.12	2.13	2.12	2.12	2.11	2.11	2.09	2.07	2.06	2.04	2.03	2.05	2.03	2.01	1.92	
Cut-stone and stone products.....	1.83	1.86	1.84	1.85	1.85	1.85	1.85	1.84	1.82	1.81	1.81	1.82	1.81	1.81	1.77	
Miscellaneous nonmetallic mineral products.....	2.34	2.34	2.33	2.34	2.34	2.33	2.33	2.32	2.29	2.29	2.28	2.28	2.25	2.21	2.14	
Primary metal industries.....	2.77	2.65	2.66	2.64	2.81	2.84	2.84	2.83	2.82	2.79	2.77	2.76	2.76	2.65	2.50	
Blast furnaces, steel works, and rolling mills.....	3.00	3.07	3.10	3.09	3.10	3.11	3.10	3.10	3.08	3.05	3.04	3.00	3.00	2.88	2.68	
Iron and steel foundries.....	2.43	2.44	2.44	2.41	2.42	2.44	2.45	2.43	2.42	2.40	2.40	2.39	2.38	2.31	2.23	
Primary smelting and refining of nonferrous metals.....	2.64	2.66	2.69	2.60	2.68	2.57	2.55	2.55	2.54	2.55	2.54	2.55	2.55	2.47	2.36	
Secondary smelting and refining of nonferrous metals.....	2.32	2.30	2.28	2.29	2.27	2.28	2.27	2.26	2.27	2.25	2.25	2.27	2.26	2.21	2.14	
Rolling, drawing, and alloying of nonferrous metals.....	2.65	2.65	2.64	2.63	2.65	2.66	2.65	2.65	2.64	2.62	2.59	2.60	2.59	2.51	2.37	
Nonferrous foundries.....	2.46	2.49	2.47	2.43	2.44	2.44	2.42	2.40	2.39	2.40	2.40	2.39	2.38	2.35	2.28	
Miscellaneous primary metal industries.....	2.73	2.70	2.71	2.70	2.76	2.78	2.80	2.78	2.76	2.74	2.71	2.71	2.71	2.61	2.49	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959												1958		Annual average	
	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1958	1957	
	Average weekly earnings															
Manufacturing—Continued																
Durable goods—Continued																
Fabricated metal products.....	\$94.64	\$96.76	\$99.66	\$99.01	\$97.17	\$99.72	\$98.36	\$96.59	\$95.88	\$94.13	\$93.96	\$96.00	\$94.66	\$90.80	\$88.94	
Tin cans and other tinware.....	111.19	108.24	127.32	117.55	113.85	113.42	114.91	108.99	106.86	107.27	106.86	106.45	108.32	104.42	96.88	
Cutlery, handtools, and hardware.....	89.76	91.02	93.71	92.03	92.25	93.34	92.06	90.98	91.62	91.21	91.62	90.62	92.77	86.15	85.65	
Heating apparatus (except electric) and plumbers' supplies.....	90.48	92.63	92.00	94.25	92.29	93.43	91.88	90.97	91.43	91.66	89.00	90.90	90.50	87.91	83.95	
Fabricated structural metal products.....	94.62	96.56	97.75	98.64	97.77	100.10	98.09	96.32	94.72	93.62	92.98	95.04	94.80	93.43	92.99	
Metal stamping, coating, and engraving.....	99.06	103.07	106.25	107.00	102.75	105.15	103.32	101.99	100.77	97.36	97.51	100.60	96.70	92.63	90.13	
Lighting fixtures.....	84.16	87.72	95.22	86.27	86.46	91.12	89.42	87.54	84.42	84.21	85.03	85.48	85.48	80.17	79.80	
Fabricated wire products.....	89.95	89.01	88.80	86.30	86.40	92.60	92.60	91.08	90.54	87.67	88.75	90.25	86.58	83.74	82.21	
Miscellaneous fabricated metal products.....	92.86	96.28	96.74	96.98	97.81	101.48	101.29	98.60	98.37	96.56	94.85	95.30	94.62	88.53	89.01	
Machinery (except electrical).....	102.56	103.82	103.16	102.34	103.25	104.75	104.00	103.09	102.42	100.61	99.31	99.06	96.96	94.25	94.30	
Engines and turbines.....	100.89	109.76	109.88	110.95	108.51	112.44	112.56	111.83	111.41	107.98	107.63	105.97	103.36	102.26	99.55	
Agricultural machinery and tractors.....	100.10	102.31	101.89	101.36	103.31	106.55	106.14	106.14	107.84	105.22	100.85	97.27	88.69	95.59	91.31	
Construction and mining machinery.....	97.57	99.14	101.27	103.07	102.34	105.72	104.73	102.01	102.41	99.55	97.77	97.53	96.00	91.89	92.84	
Metalworking machinery.....	115.72	115.02	113.10	113.21	114.33	115.83	115.45	114.75	112.56	110.39	106.90	105.15	102.17	101.38	106.67	
Special-industry machinery (except metalworking machinery).....	100.25	101.39	99.36	97.81	97.58	99.22	97.39	95.82	95.82	95.63	94.99	94.53	92.75	89.55	90.06	
General industrial machinery.....	102.18	101.76	100.61	101.43	101.43	102.41	100.36	99.95	99.46	97.85	97.20	97.85	96.24	93.06	92.89	
Office and store machines and devices.....	102.56	101.00	100.50	96.43	96.80	99.38	98.40	97.60	97.04	96.56	95.64	96.48	96.56	93.30	90.23	
Service-industry and household machines.....	92.79	98.25	97.36	96.96	96.06	98.16	96.22	96.22	95.11	95.34	95.82	97.17	95.34	90.68	87.30	
Miscellaneous machinery parts.....	99.88	101.84	102.67	100.86	102.83	103.81	102.90	101.99	100.85	98.16	98.40	98.81	98.16	92.73	91.62	
Average weekly hours																
Fabricated metal products.....	40.1	41.0	41.7	41.6	41.0	41.9	41.5	41.1	40.8	40.4	40.5	41.2	40.8	40.0	40.8	
Tin cans and other tinware.....	41.8	41.0	45.8	43.7	42.8	42.8	41.5	41.2	41.3	41.4	41.1	41.1	41.1	41.9	41.4	
Cutlery, handtools, and hardware.....	40.8	41.0	41.1	40.9	41.0	41.3	41.1	40.8	40.9	40.9	40.9	42.3	41.6	39.7	40.4	
Heating apparatus (except electric) and plumbers' supplies.....	39.0	40.1	40.0	40.8	40.3	40.8	40.3	39.9	40.1	40.2	40.0	40.4	40.4	39.6	39.6	
Fabricated structural metal products.....	39.1	40.4	40.9	41.1	40.4	41.4	40.7	40.3	39.8	39.5	39.4	40.1	40.0	40.1	41.7	
Metal stamping, coating, and engraving.....	40.6	41.9	42.5	42.8	41.6	42.4	42.0	41.8	41.3	40.4	40.8	41.7	40.8	40.1	40.6	
Lighting fixtures.....	39.7	40.8	42.7	40.5	40.4	41.8	41.4	41.1	40.2	40.1	40.3	40.9	40.9	39.3	39.7	
Fabricated wire products.....	40.7	41.4	41.3	40.9	40.0	41.9	41.9	41.4	40.7	40.4	40.9	41.4	39.9	39.5	40.1	
Miscellaneous fabricated metal products.....	40.2	41.5	41.7	41.8	41.8	43.0	43.1	42.5	42.4	41.8	41.6	41.8	41.5	39.7	41.4	
Machinery (except electrical).....	40.7	41.2	41.1	41.1	41.3	41.9	41.6	41.4	41.3	40.9	40.7	40.6	39.9	39.6	41.0	
Engines and turbines.....	40.4	40.5	41.0	41.4	40.6	41.8	42.0	42.2	42.2	40.9	41.2	40.6	39.6	40.1	40.8	
Agricultural machinery and tractors.....	38.8	39.5	39.8	39.9	40.2	41.3	41.3	41.3	41.8	41.1	40.3	39.7	36.2	39.5	39.7	
Construction and mining machinery.....	39.5	40.3	41.0	41.9	41.6	42.8	42.4	41.3	41.5	40.8	40.4	40.3	40.0	39.1	40.9	
Metalworking machinery.....	42.7	42.6	42.2	42.4	42.5	42.9	42.6	42.5	42.0	41.5	40.8	40.6	39.6	39.6	42.8	
Special-industry machinery (except metalworking machinery).....	42.3	42.6	42.1	41.8	41.7	42.4	41.8	41.3	41.3	41.4	41.3	41.1	40.5	39.8	41.5	
General industrial machinery.....	41.2	41.2	40.9	41.4	41.4	41.8	41.3	41.3	41.1	40.6	40.5	40.6	40.1	39.6	41.1	
Office and store machines and devices.....	40.7	40.4	40.2	39.2	40.9	40.4	40.2	40.0	40.1	39.9	40.1	40.2	40.4	39.7	40.1	
Service-industry and household machines.....	38.5	40.6	40.4	40.4	40.4	40.9	40.6	40.6	40.3	40.4	40.6	41.0	40.4	39.6	39.5	
Miscellaneous machinery parts.....	40.6	41.4	41.4	41.0	41.8	42.2	42.0	41.8	41.5	40.9	41.0	41.0	40.9	39.8	40.9	
Average hourly earnings																
Fabricated metal products.....	\$2.36	\$2.36	\$2.39	\$2.38	\$2.37	\$2.38	\$2.37	\$2.35	\$2.35	\$2.33	\$2.32	\$2.35	\$2.32	\$2.27	\$2.18	
Tin cans and other tinware.....	2.66	2.64	2.78	2.69	2.66	2.65	2.66	2.62	2.60	2.61	2.60	2.69	2.59	2.51	2.34	
Cutlery, handtools, and hardware.....	2.20	2.22	2.28	2.25	2.25	2.26	2.24	2.23	2.24	2.23	2.24	2.27	2.23	2.17	2.12	
Heating apparatus (except electric) and plumbers' supplies.....	2.32	2.31	2.30	2.31	2.29	2.29	2.28	2.28	2.28	2.28	2.24	2.25	2.24	2.22	2.12	
Fabricated structural metal products.....	2.42	2.39	2.39	2.40	2.42	2.42	2.41	2.39	2.38	2.37	2.36	2.37	2.37	2.33	2.23	
Metal stamping, coating, and engraving.....	2.44	2.46	2.50	2.50	2.47	2.48	2.46	2.44	2.44	2.41	2.39	2.41	2.37	2.31	2.22	
Lighting fixtures.....	2.12	2.15	2.23	2.13	2.14	2.18	2.16	2.13	2.10	2.10	2.11	2.09	2.09	2.04	2.01	
Fabricated wire products.....	2.21	2.15	2.15	2.11	2.16	2.21	2.21	2.20	2.20	2.17	2.17	2.18	2.17	2.12	2.05	
Miscellaneous fabricated metal products.....	2.31	2.32	2.32	2.32	2.34	2.36	2.35	2.32	2.32	2.31	2.28	2.28	2.28	2.23	2.15	
Machinery (except electrical).....	2.52	2.52	2.51	2.49	2.50	2.50	2.50	2.49	2.48	2.46	2.44	2.44	2.43	2.38	2.30	
Engines and turbines.....	2.72	2.71	2.68	2.68	2.68	2.69	2.68	2.65	2.64	2.64	2.61	2.61	2.61	2.55	2.44	
Agricultural machinery and tractors.....	2.58	2.59	2.56	2.54	2.57	2.58	2.57	2.57	2.58	2.56	2.49	2.45	2.45	2.42	2.30	
Construction and mining machinery.....	2.47	2.46	2.47	2.46	2.46	2.47	2.47	2.47	2.45	2.44	2.42	2.42	2.40	2.35	2.27	
Metalworking machinery.....	2.71	2.70	2.68	2.67	2.69	2.70	2.71	2.70	2.68	2.66	2.62	2.59	2.58	2.56	2.49	
Special-industry machinery (except metalworking machinery).....	2.37	2.38	2.36	2.34	2.34	2.34	2.33	2.32	2.32	2.31	2.30	2.30	2.29	2.25	2.17	
General industrial machinery.....	2.48	2.47	2.46	2.45	2.45	2.45	2.43	2.42	2.42	2.41	2.40	2.41	2.40	2.35	2.26	
Office and store machines and devices.....	2.52	2.50	2.50	2.46	2.44	2.46	2.45	2.44	2.42	2.42	2.41	2.40	2.39	2.35	2.25	
Service-industry and household machines.....	2.41	2.42	2.41	2.40	2.40	2.40	2.37	2.37	2.36	2.36	2.35	2.37	2.36	2.29	2.21	
Miscellaneous machinery parts.....	2.46	2.46	2.48	2.46	2.46	2.46	2.45	2.44	2.43	2.40	2.40	2.41	2.40	2.33	2.24	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959												1958		Annual average	
	Nov. ³	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1958	1957	
Manufacturing—Continued																
Average weekly earnings																
Durable goods—Continued																
Electrical machinery.....	\$90.94	\$91.39	\$90.76	\$89.91	\$89.02	\$90.56	\$89.51	\$88.84	\$89.06	\$88.84	\$88.58	\$89.32	\$88.91	\$85.14	\$83.01	
Electrical generating, transmission, distribution, and industrial apparatus.....	94.77	94.30	94.13	94.19	94.60	95.00	94.25	93.15	92.92	92.29	92.06	93.61	92.82	89.72	88.70	
Electrical appliances.....	89.55	91.48	89.67	88.48	89.04	89.27	87.53	88.43	88.82	87.30	89.55	87.74	92.06	85.36	83.10	
Insulated wire and cable.....	85.08	85.08	86.30	84.48	85.94	89.24	88.41	87.78	87.36	87.99	89.03	92.01	88.04	86.11	85.08	
Electrical equipment for vehicles.....	92.11	94.08	96.80	89.62	94.47	95.46	96.30	96.63	100.67	99.84	100.38	102.72	99.12	89.47	85.85	
Electric lamps.....	93.18	93.21	89.19	86.48	83.95	85.84	88.37	87.31	86.05	86.48	86.48	87.95	87.74	80.57	76.62	
Communication equipment.....	88.54	88.99	88.15	87.51	85.14	86.67	85.63	84.99	85.20	84.77	85.41	84.59	84.23	81.97	78.41	
Miscellaneous electrical products.....	90.20	90.67	89.40	89.79	90.01	88.34	86.86	85.39	86.65	87.08	89.82	94.57	89.66	85.03	81.61	
Transportation equipment.....	104.66	109.62	108.40	108.14	108.53	109.06	107.98	107.83	107.04	105.89	106.63	110.92	106.78	100.69	97.36	
Motor vehicles and equipment.....	101.95	113.03	111.48	110.15	111.10	111.22	111.76	111.34	109.47	106.98	109.06	117.82	110.79	99.96	98.40	
Aircraft and parts.....	108.26	108.26	107.06	107.18	106.78	107.98	105.71	105.67	105.01	105.67	103.52	105.62	104.19	101.91	96.78	
Ship and boat building and repairing.....	100.10	99.20	99.84	102.57	102.70	100.74	101.91	101.77	102.18	99.97	102.44	101.53	99.73	98.00	94.88	
Railroad equipment.....	102.38	103.47	106.70	110.12	111.38	113.42	105.60	109.30	107.17	104.22	103.09	106.74	104.18	100.70	100.80	
Other transportation equipment.....	85.41	91.17	89.98	91.08	86.43	90.23	90.47	89.23	89.64	88.99	87.28	85.32	79.38	82.74	79.59	
Average weekly hours																
Electrical machinery.....	40.6	40.8	40.7	40.5	40.1	40.8	40.5	40.2	40.3	40.2	40.4	40.6	40.6	39.6	40.1	
Electrical generating, transmission, distribution, and industrial apparatus.....	40.5	40.3	40.4	40.6	40.6	41.2	40.8	40.5	40.4	40.3	40.2	40.7	40.4	39.7	40.5	
Electrical appliances.....	39.8	40.3	39.5	38.5	39.4	39.5	38.9	39.3	39.3	38.8	39.8	39.7	41.1	38.8	39.2	
Insulated wire and cable.....	41.3	41.1	40.9	40.8	41.4	42.7	42.3	42.2	41.6	42.1	42.6	43.4	42.2	41.4	41.5	
Electrical equipment for vehicles.....	38.7	39.2	40.0	38.3	40.2	40.7	40.5	40.6	41.6	41.6	42.0	42.8	41.3	38.9	39.2	
Electric lamps.....	41.6	41.8	41.1	40.6	39.6	40.3	41.1	40.8	40.4	40.6	40.6	41.1	41.0	39.3	39.7	
Communication equipment.....	40.8	41.2	41.0	40.7	39.6	40.5	40.2	39.9	40.0	39.8	40.1	39.9	40.3	39.6	39.8	
Miscellaneous electrical products.....	41.0	41.4	41.2	41.0	41.1	40.9	40.4	39.9	40.3	40.5	41.2	42.6	41.6	40.3	40.4	
Transportation equipment.....	39.2	40.6	40.0	40.2	40.8	41.0	40.9	41.0	40.7	40.3	40.7	41.7	40.6	39.8	40.4	
Motor vehicles and equipment.....	37.9	41.1	40.1	40.2	41.3	41.5	41.7	41.7	41.0	40.2	41.0	43.0	41.0	39.2	40.0	
Aircraft and parts.....	40.7	40.7	40.4	40.6	40.6	40.9	40.5	40.8	40.7	40.5	40.9	40.9	40.7	40.6	41.0	
Ship and boat building and repairing.....	38.5	38.3	38.4	39.0	39.2	39.2	39.5	39.6	39.3	38.6	39.4	39.2	38.8	39.2	39.7	
Railroad equipment.....	37.5	37.9	38.8	39.9	40.5	40.8	38.4	39.6	39.4	38.6	37.9	39.1	38.3	38.0	40.0	
Other transportation equipment.....	39.1	40.7	40.9	41.2	40.2	41.2	41.5	41.5	41.5	41.2	40.2	39.5	37.8	39.4	39.4	
Average hourly earnings																
Electrical machinery.....	\$2.24	\$2.24	\$2.23	\$2.22	\$2.22	\$2.22	\$2.21	\$2.21	\$2.21	\$2.21	\$2.20	\$2.20	\$2.19	\$2.18	\$2.07	
Electrical generating, transmission, distribution, and industrial apparatus.....	2.34	2.34	2.33	2.32	2.33	2.33	2.31	2.30	2.30	2.29	2.29	2.30	2.29	2.26	2.19	
Electrical appliances.....	2.25	2.27	2.27	2.24	2.26	2.26	2.25	2.25	2.26	2.25	2.25	2.26	2.24	2.20	2.12	
Insulated wire and cable.....	2.06	2.07	2.11	2.07	2.10	2.09	2.09	2.08	2.10	2.09	2.09	2.12	2.11	2.08	2.05	
Electrical equipment for vehicles.....	2.38	2.40	2.42	2.34	2.35	2.37	2.38	2.38	2.42	2.40	2.39	2.40	2.40	2.30	2.19	
Electric lamps.....	2.24	2.23	2.17	2.13	2.12	2.13	2.15	2.14	2.13	2.13	2.13	2.14	2.14	2.05	1.93	
Communication equipment.....	2.17	2.16	2.15	2.15	2.15	2.14	2.13	2.13	2.13	2.13	2.13	2.12	2.09	2.07	1.97	
Miscellaneous electrical products.....	2.20	2.19	2.17	2.19	2.19	2.16	2.16	2.14	2.15	2.15	2.18	2.22	2.16	2.11	2.02	
Transportation equipment.....	2.67	2.71	2.69	2.66	2.66	2.66	2.64	2.63	2.63	2.62	2.62	2.66	2.63	2.53	2.41	
Motor vehicles and equipment.....	2.67	2.70	2.78	2.74	2.69	2.68	2.68	2.67	2.67	2.66	2.66	2.74	2.70	2.55	2.46	
Aircraft and parts.....	2.69	2.75	2.65	2.64	2.63	2.64	2.61	2.59	2.58	2.59	2.58	2.58	2.56	2.51	2.36	
Ship and boat building and repairing.....	2.66	2.66	2.66	2.66	2.66	2.66	2.66	2.66	2.66	2.66	2.66	2.66	2.66	2.66	2.66	
Railroad equipment.....	2.73	2.73	2.75	2.78	2.75	2.78	2.75	2.76	2.72	2.70	2.72	2.73	2.72	2.65	2.62	
Other transportation equipment.....	2.21	2.24	2.20	2.21	2.18	2.19	2.18	2.18	2.16	2.16	2.17	2.16	2.10	2.10	2.02	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959												1958		Annual average	
	Nov. ¹	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1958	1957	
Average weekly earnings																
Manufacturing—Continued																
Durable goods—Continued																
Instruments and related products.....	\$94.71	\$94.53	\$93.89	\$93.48	\$93.71	\$94.35	\$91.98	\$92.21	\$91.53	\$91.13	\$91.17	\$91.02	\$90.76	\$87.38	\$85.03	
Laboratory, scientific, and engineering instruments.....	112.71	112.14	110.66	112.63	109.93	112.10	108.42	110.30	110.04	109.62	109.04	109.13	108.00	103.07	97.17	
Mechanical measuring and controlling instruments.....	92.75	92.80	91.80	91.98	93.52	95.30	93.30	92.66	91.53	90.27	91.58	91.80	89.87	86.72	86.27	
Optical instruments and lenses.....	92.97	93.68	95.63	93.94	93.30	90.05	90.35	88.29	88.48	89.76	88.70	92.64	94.82	88.51	85.22	
Surgical, medical, and dental instruments.....	83.64	83.44	84.87	83.03	83.64	82.62	81.41	81.61	81.00	81.00	81.61	81.61	80.80	78.00	74.37	
Ophthalmic goods.....	79.17	77.39	76.44	77.97	78.94	78.55	77.16	76.95	76.00	76.19	74.82	74.24	74.80	71.41	67.26	
Photographic apparatus.....	108.71	107.43	105.98	104.65	105.32	105.32	103.63	102.47	101.96	102.47	100.37	100.37	99.80	97.53	94.60	
Watches and clocks.....	78.80	80.57	79.77	79.15	77.01	77.42	75.46	76.22	75.65	76.02	76.61	75.83	75.81	73.71	72.16	
Miscellaneous manufacturing industries.....	76.97	77.33	76.95	76.76	75.60	76.95	76.57	76.57	75.60	75.39	75.79	75.95	75.14	73.26	72.22	
Jewelry, silverware, and plated ware.....	84.08	83.46	81.25	79.68	75.17	77.87	78.47	78.09	77.33	77.27	76.89	81.98	82.70	75.70	74.07	
Musical instruments and parts.....	91.74	93.94	91.78	88.34	85.24	86.93	86.88	87.51	88.78	87.94	88.15	92.88	88.58	83.70	83.03	
Toys and sporting goods.....	70.13	70.75	70.80	68.73	67.69	67.69	68.38	68.95	68.64	67.55	69.56	67.55	68.16	66.91	65.69	
Pens, pencils, other office supplies.....	71.02	70.58	70.75	71.86	68.82	71.69	70.22	70.05	70.00	69.65	68.68	69.20	68.28	67.72	67.30	
Costume jewelry, buttons, notions.....	68.64	69.87	70.58	69.30	66.39	70.88	70.35	69.43	67.20	67.15	65.57	65.40	67.99	65.18	65.07	
Fabricated plastics products.....	83.00	83.40	83.00	83.00	83.40	83.82	83.20	81.97	81.36	82.35	83.20	82.76	81.54	79.17	78.31	
Other manufacturing industries.....	78.41	78.79	78.41	79.09	79.79	81.00	79.40	79.20	78.41	78.01	78.80	77.41	76.42	76.04	74.64	
Average weekly hours																
Instruments and related products.....	41.0	41.1	41.0	41.0	41.1	41.2	40.7	40.8	40.5	40.5	40.7	40.9	40.7	39.9	40.3	
Laboratory, scientific, and engineering instruments.....	41.9	42.0	41.6	42.5	41.8	42.3	41.7	42.1	42.0	42.0	42.1	42.3	41.7	40.9	41.0	
Mechanical measuring and controlling instruments.....	40.5	40.7	40.8	40.7	41.2	41.8	41.1	41.0	40.5	40.3	40.7	40.8	40.3	39.6	40.5	
Optical instruments and lenses.....	40.6	41.6	41.4	40.8	41.1	40.2	40.7	40.5	40.4	40.8	40.5	42.3	43.1	40.6	40.2	
Surgical, medical, and dental instruments.....	40.6	40.7	41.2	40.5	41.0	40.7	40.3	40.2	40.1	40.3	40.6	40.7	40.4	40.0	40.2	
Ophthalmic goods.....	40.6	40.1	39.4	40.4	40.9	40.7	40.4	40.5	40.0	40.1	39.8	39.7	40.0	38.6	39.8	
Photographic apparatus.....	42.3	41.8	41.4	41.0	41.3	41.3	40.8	40.5	40.3	40.5	40.8	40.8	40.9	40.3	40.6	
Watches and clocks.....	40.0	40.9	40.7	40.8	39.9	39.7	39.3	39.7	39.4	39.8	39.9	39.7	39.9	39.0	39.0	
Miscellaneous manufacturing industries.....	40.3	40.7	40.5	40.4	40.0	40.5	40.3	40.3	40.0	40.1	40.1	40.4	40.4	39.6	39.9	
Jewelry, silverware, and plated ware.....	42.0	42.8	42.1	41.5	40.2	41.2	41.3	41.1	40.7	41.1	40.9	42.7	43.3	40.7	40.7	
Musical instruments and parts.....	41.7	42.7	42.1	40.9	40.4	41.2	40.6	40.7	41.1	40.9	41.0	42.8	41.2	39.9	40.5	
Toys and sporting goods.....	39.4	40.2	40.0	39.5	38.9	38.9	39.3	39.4	39.0	38.6	39.3	38.6	39.4	38.9	39.1	
Pens, pencils, other office supplies.....	39.9	40.1	40.2	40.6	39.1	40.5	39.9	39.8	40.0	39.8	39.7	40.0	39.7	39.6	40.3	
Costume jewelry, buttons, notions.....	39.0	39.7	40.1	38.6	38.6	40.5	40.2	39.9	39.3	39.5	38.8	39.4	39.3	38.8	39.2	
Fabricated plastics products.....	41.5	41.7	41.5	41.5	41.7	41.7	41.6	41.4	41.3	41.8	41.6	41.8	41.6	40.6	41.0	
Other manufacturing industries.....	39.8	40.2	39.8	40.4	40.3	40.5	39.9	40.0	39.8	39.8	40.0	39.9	39.8	39.4	39.7	
Average hourly earnings																
Instruments and related products.....	\$2.31	\$2.30	\$2.29	\$2.28	\$2.28	\$2.29	\$2.26	\$2.26	\$2.26	\$2.25	\$2.24	\$2.24	\$2.23	\$2.19	\$2.11	
Laboratory, scientific, and engineering instruments.....	2.69	2.67	2.66	2.65	2.63	2.65	2.60	2.62	2.62	2.61	2.59	2.58	2.59	2.52	2.37	
Mechanical measuring and controlling instruments.....	2.29	2.28	2.25	2.26	2.27	2.28	2.27	2.26	2.26	2.24	2.25	2.25	2.23	2.19	2.13	
Optical instruments and lenses.....	2.29	2.30	2.31	2.30	2.27	2.24	2.22	2.18	2.19	2.20	2.19	2.19	2.20	2.18	2.12	
Surgical, medical, and dental instruments.....	2.06	2.05	2.06	2.05	2.04	2.03	2.02	2.03	2.02	2.01	2.01	2.01	2.00	1.95	1.85	
Ophthalmic goods.....	1.95	1.93	1.94	1.93	1.93	1.93	1.91	1.90	1.90	1.90	1.88	1.87	1.87	1.85	1.69	
Photographic apparatus.....	2.57	2.57	2.56	2.55	2.55	2.55	2.54	2.53	2.53	2.53	2.46	2.46	2.44	2.42	2.33	
Watches and clocks.....	1.97	1.97	1.96	1.94	1.93	1.95	1.92	1.92	1.92	1.91	1.92	1.91	1.90	1.89	1.85	
Miscellaneous manufacturing industries.....	1.91	1.90	1.90	1.90	1.89	1.90	1.90	1.90	1.89	1.88	1.89	1.88	1.86	1.85	1.81	
Jewelry, silverware, and plated ware.....	1.96	1.95	1.93	1.92	1.87	1.89	1.90	1.90	1.90	1.88	1.88	1.92	1.91	1.86	1.82	
Musical instruments and parts.....	2.20	2.20	2.18	2.16	2.11	2.11	2.14	2.15	2.16	2.15	2.15	2.17	2.15	2.10	2.05	
Toys and sporting goods.....	1.78	1.76	1.77	1.74	1.74	1.74	1.74	1.75	1.76	1.75	1.77	1.75	1.73	1.72	1.68	
Pens, pencils, other office supplies.....	1.78	1.76	1.76	1.77	1.76	1.77	1.76	1.76	1.75	1.75	1.73	1.73	1.72	1.71	1.67	
Costume jewelry, buttons, notions.....	1.76	1.76	1.76	1.75	1.72	1.75	1.75	1.74	1.71	1.70	1.69	1.66	1.73	1.68	1.66	
Fabricated plastics products.....	2.00	2.00	2.00	2.00	2.00	2.01	2.00	1.98	1.97	1.97	2.00	1.98	1.96	1.95	1.91	
Other manufacturing industries.....	1.97	1.96	1.97	1.98	1.98	2.00	1.99	1.98	1.97	1.96	1.97	1.94	1.92	1.93	1.88	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959												1958		Annual average	
	Nov. ¹	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1958	1957	
	Average weekly earnings															
Nondurable goods																
Food and kindred products.....	\$87.33	\$85.68	\$86.11	\$84.87	\$85.48	\$85.69	\$85.68	\$84.42	\$84.42	\$83.60	\$84.65	\$84.46	\$83.64	\$81.81	\$78.17	
Meat products.....	105.22	103.05	101.29	95.06	95.53	94.60	94.54	93.37	98.77	91.73	95.65	95.63	97.44	91.08	87.08	
Dairy products.....	85.48	86.73	90.52	86.53	87.56	87.77	86.11	84.25	84.84	83.43	84.44	82.40	82.89	81.00	77.83	
Canning and preserving.....	63.30	65.74	67.82	71.65	66.52	66.42	67.42	69.38	68.32	67.55	66.85	64.08	62.16	66.13	63.67	
Grain-mill products.....	95.05	93.96	96.57	93.73	93.49	92.38	90.30	88.20	90.94	90.60	92.84	92.63	91.57	86.79	85.50	
Bakery products.....	85.01	84.42	85.67	83.21	84.25	84.25	83.43	86.99	81.40	81.80	80.19	81.26	79.80	79.00	75.76	
Sugar.....	94.28	82.62	98.59	93.84	94.58	93.89	103.00	91.39	91.69	87.74	86.89	91.68	93.44	89.73	84.44	
Confectionery and related products.....	69.55	69.65	70.47	68.48	69.02	70.27	69.34	67.85	66.61	67.20	67.89	67.43	66.30	66.30	64.48	
Beverages.....	95.01	95.59	100.67	99.60	99.90	98.77	98.66	95.75	93.93	92.66	92.10	94.71	92.97	92.23	88.98	
Miscellaneous food products.....	86.53	86.73	87.78	85.27	84.44	83.80	83.92	82.61	83.01	83.62	82.60	83.40	84.42	80.95	76.88	
Tobacco manufactures.....	64.73	63.92	63.40	65.93	70.58	67.99	67.51	65.02	64.39	63.53	63.63	66.17	62.72	62.56	58.67	
Cigarettes.....	81.81	83.00	82.20	87.44	87.31	80.60	81.41	77.42	77.22	77.41	79.95	85.17	80.73	77.55	73.00	
Cigars.....	55.87	55.34	54.53	53.06	52.78	54.14	51.99	51.18	51.66	51.80	51.80	53.34	55.30	51.79	49.63	
Tobacco and snuff.....	66.70	66.64	66.35	67.12	68.60	67.03	67.41	65.08	64.84	65.19	65.32	66.35	63.75	62.79	60.75	
Tobacco stemming and redrying.....	45.35	49.29	52.27	50.65	59.19	60.64	62.93	58.46	54.02	51.30	50.14	52.77	44.14	49.92	45.13	
Average weekly hours																
Food and kindred products.....	41.0	40.8	41.4	41.4	40.9	41.0	40.8	40.2	40.2	40.0	40.5	41.0	41.0	40.7	40.5	
Meat products.....	43.3	43.3	43.1	40.8	41.0	40.6	40.4	39.9	39.9	39.2	40.7	41.4	42.0	40.3	40.5	
Dairy products.....	40.9	41.3	42.7	41.8	42.3	42.4	41.8	41.5	41.6	41.3	41.8	41.7	41.5	42.0	42.8	
Canning and preserving.....	36.8	38.0	39.2	41.9	38.9	39.3	39.2	39.2	38.6	38.6	38.2	38.0	37.9	39.6	39.0	
Grain-mill products.....	43.4	43.5	44.3	43.8	44.1	44.2	43.0	42.2	43.1	42.9	44.0	43.9	43.4	43.8	43.4	
Bakery products.....	40.1	40.2	40.6	40.2	40.7	40.7	40.5	39.7	40.1	40.1	39.7	40.2	39.9	40.1	40.3	
Sugar.....	48.6	40.9	41.6	40.8	41.3	41.0	43.9	46.8	41.3	41.0	42.6	50.1	51.0	44.2	43.3	
Confectionery and related products.....	40.2	39.8	40.5	39.7	39.5	39.7	39.4	39.0	38.5	39.3	39.7	39.9	39.7	39.7	39.8	
Beverages.....	39.1	39.5	41.6	41.8	41.8	41.5	41.2	40.4	39.8	39.6	39.7	40.8	39.9	40.1	39.9	
Miscellaneous food products.....	41.8	41.9	42.2	41.8	41.8	41.9	41.7	41.1	41.3	41.6	41.3	41.7	42.0	41.3	41.1	
Tobacco manufactures.....	38.3	40.2	40.9	40.7	40.1	39.3	38.8	37.8	38.1	38.8	38.8	40.1	39.2	39.1	38.6	
Cigarettes.....	40.3	41.5	41.1	43.5	42.8	40.5	40.5	39.3	39.4	39.9	41.0	42.8	41.4	40.6	40.0	
Cigars.....	38.8	38.7	38.4	37.9	37.7	38.4	38.8	36.3	36.9	37.0	37.0	38.1	39.5	37.8	37.6	
Tobacco and snuff.....	37.9	38.3	37.7	38.8	39.2	38.3	38.3	37.4	37.7	37.9	38.2	39.8	37.5	37.6	37.5	
Tobacco stemming and redrying.....	34.1	40.4	43.2	40.2	37.7	37.9	39.1	37.0	37.0	38.0	37.7	38.8	37.6	38.7	38.2	
Average hourly earnings																
Food and kindred products.....	\$2.13	\$2.10	\$2.08	\$2.05	\$2.09	\$2.09	\$2.10	\$2.10	\$2.10	\$2.09	\$2.09	\$2.06	\$2.04	\$2.01	\$1.93	
Meat products.....	2.43	2.38	2.35	2.33	2.33	2.33	2.34	2.34	2.35	2.34	2.35	2.31	2.32	2.26	2.15	
Dairy products.....	2.09	2.10	2.12	2.07	2.07	2.07	2.06	2.03	2.04	2.02	2.02	2.00	1.99	1.95	1.84	
Canning and preserving.....	1.72	1.73	1.73	1.71	1.71	1.69	1.72	1.77	1.77	1.75	1.75	1.71	1.64	1.67	1.63	
Grain-mill products.....	2.19	2.16	2.18	2.14	2.12	2.09	2.10	2.09	2.11	2.10	2.11	2.11	2.11	2.05	1.97	
Bakery products.....	2.12	2.10	2.11	2.07	2.07	2.07	2.06	2.04	2.03	2.04	2.02	2.02	2.00	1.97	1.95	
Sugar.....	1.94	2.02	2.37	2.30	2.29	2.29	2.36	2.24	2.22	2.14	2.11	1.83	1.84	2.03	1.95	
Confectionery and related products.....	1.73	1.75	1.74	1.75	1.77	1.77	1.76	1.74	1.73	1.71	1.71	1.69	1.67	1.67	1.62	
Beverages.....	2.43	2.42	2.42	2.40	2.39	2.38	2.38	2.37	2.36	2.34	2.32	2.35	2.33	2.30	2.23	
Miscellaneous food products.....	2.07	2.07	2.08	2.04	2.02	2.00	2.01	2.01	2.01	2.01	2.00	2.00	2.01	1.96	1.87	
Tobacco manufactures.....	1.69	1.59	1.55	1.62	1.76	1.73	1.74	1.72	1.69	1.65	1.64	1.65	1.60	1.60	1.52	
Cigarettes.....	2.03	2.00	2.00	2.01	2.04	1.99	2.01	1.97	1.96	1.94	1.95	1.99	1.95	1.91	1.84	
Cigars.....	1.44	1.43	1.42	1.40	1.40	1.41	1.41	1.41	1.40	1.40	1.40	1.40	1.40	1.37	1.32	
Tobacco and snuff.....	1.76	1.74	1.76	1.73	1.75	1.75	1.76	1.74	1.72	1.72	1.71	1.71	1.70	1.67	1.62	
Tobacco stemming and redrying.....	1.33	1.22	1.21	1.26	1.57	1.60	1.61	1.58	1.46	1.35	1.33	1.36	1.24	1.29	1.26	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959												1958		Annual average	
	Nov. ¹	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1958	1957	
	Average weekly earnings															
Manufacturing—Continued																
Nondurable goods—Continued																
Textile-mill products.....	\$64.55	\$64.40	\$63.28	\$64.87	\$63.83	\$64.46	\$63.83	\$63.27	\$63.43	\$61.66	\$60.89	\$61.10	\$61.26	\$58.29	\$58.35	
Scouring and combing plants.....	70.53	69.72	74.34	70.11	75.16	75.85	73.87	73.65	70.29	68.30	70.82	66.02	65.45	64.96	64.32	
Yarn and thread mills.....	59.90	59.90	59.40	60.20	59.45	60.35	59.45	59.20	58.25	56.52	55.70	56.26	56.12	52.36	52.72	
Broad-woven fabric mills.....	64.90	64.74	63.27	64.90	63.71	64.02	63.55	62.42	62.17	59.98	59.09	59.54	59.42	56.26	56.70	
Narrow fabrics and smallwares.....	65.44	65.11	65.36	64.96	65.69	66.98	66.65	66.65	64.31	64.21	63.27	63.34	62.49	60.37	60.80	
Knitting mills.....	58.11	57.66	57.45	58.71	57.13	58.41	57.66	57.37	57.22	56.08	55.94	56.74	58.16	54.75	54.09	
Dyeing and finishing textiles.....	72.66	72.31	69.66	71.04	70.45	74.22	72.24	71.99	72.00	70.31	67.98	69.39	69.06	66.83	66.99	
Carpets, rugs, other floor coverings.....	80.36	80.73	80.73	81.51	82.91	79.76	81.71	81.51	83.03	82.90	82.41	81.79	81.37	77.30	74.70	
Hats (except cloth and millinery).....	56.58	57.26	60.02	64.90	60.35	62.93	62.73	60.86	61.18	64.81	63.75	61.88	59.16	58.74	59.04	
Miscellaneous textile goods.....	72.50	74.52	74.52	74.48	74.44	75.03	73.89	72.72	73.44	72.84	71.20	73.03	71.56	68.95	68.03	
Apparel and other finished textile products.....	55.63	55.02	55.69	56.85	55.57	55.05	55.63	55.63	55.85	56.15	55.08	54.87	54.42	53.45	53.64	
Men's and boys' suits and coats.....	66.93	66.02	67.28	67.61	64.18	65.65	65.84	64.06	63.18	63.88	63.36	62.65	61.60	60.37	63.01	
Men's and boys' furnishings and work clothing.....	49.52	49.27	49.91	49.66	48.90	49.02	48.50	48.25	48.38	47.62	47.09	47.47	47.21	46.06	46.23	
Women's outerwear.....	58.14	55.76	57.61	61.24	60.20	57.29	60.01	61.05	61.07	61.94	59.86	58.65	57.29	57.63	58.10	
Women's, children's undergarments.....	53.02	52.36	51.52	51.89	50.09	51.15	50.68	50.74	51.66	50.92	49.68	50.14	52.40	49.59	48.91	
Millinery.....	59.71	60.64	67.32	68.61	64.33	56.43	52.10	58.83	55.34	69.75	65.52	62.84	56.90	64.05	62.11	
Children's outerwear.....	52.22	50.26	50.20	51.24	53.02	52.08	51.01	49.13	49.40	52.80	51.38	49.27	50.05	50.23	50.55	
Miscellaneous apparel and accessories.....	52.62	52.62	52.91	53.82	52.59	52.97	51.69	52.26	51.97	52.45	52.73	53.39	52.97	50.76	49.90	
Other fabricated textile products.....	59.90	59.90	59.75	58.75	59.28	60.13	59.44	60.00	59.97	59.05	59.03	58.59	59.06	56.85	56.70	
Average weekly hours																
Textile-mill products.....	40.6	40.5	39.8	40.8	40.4	40.8	40.4	40.3	40.4	40.3	39.8	40.2	40.3	38.6	38.9	
Scouring and combing plants.....	40.3	40.3	42.0	41.0	43.7	44.1	43.2	44.1	42.6	41.9	43.0	41.9	40.4	40.6	40.2	
Yarn and thread mills.....	40.2	40.2	39.6	40.4	39.9	40.5	39.9	40.0	39.9	39.8	39.5	39.9	39.8	37.4	38.2	
Broad-woven fabric mills.....	41.6	41.5	40.3	41.6	41.1	41.3	41.0	40.8	40.9	40.8	40.2	40.5	40.7	38.8	39.1	
Narrow fabrics and smallwares.....	39.9	39.7	40.1	40.1	40.8	41.6	41.4	41.4	40.7	40.9	40.3	40.6	39.8	39.2	40.0	
Knitting mills.....	39.0	38.7	38.3	39.4	38.6	39.2	38.7	38.5	38.4	38.3	37.8	38.6	39.3	37.5	37.3	
Dyeing and finishing textiles.....	42.0	41.8	40.5	41.3	41.2	42.9	42.0	42.1	42.4	42.1	41.2	41.8	41.6	40.5	40.6	
Carpets, rugs, other floor coverings.....	41.0	41.4	41.4	41.8	42.3	40.9	41.9	41.8	42.8	43.0	42.7	42.6	42.6	40.9	40.6	
Hats (except cloth and millinery).....	34.5	34.7	35.1	37.3	35.5	36.8	36.9	35.8	36.2	37.9	37.5	36.4	34.8	35.6	36.0	
Miscellaneous textile goods.....	39.4	40.5	40.5	40.7	40.9	41.0	40.6	40.4	40.8	40.3	40.0	40.8	40.2	39.4	39.9	
Apparel and other finished textile products.....	36.6	36.2	36.4	37.4	36.8	36.7	36.6	36.6	36.5	36.7	36.0	36.1	35.8	35.4	36.0	
Men's and boys' suits and coats.....	37.6	37.3	37.8	38.2	37.1	37.3	37.2	36.4	35.9	36.5	36.0	35.8	34.8	34.3	35.6	
Men's and boys' furnishings and work clothing.....	37.8	37.9	38.1	38.8	38.2	38.3	37.6	37.4	37.5	37.2	36.5	36.8	36.6	36.0	36.4	
Women's outerwear.....	34.0	32.8	33.3	35.4	35.0	34.1	35.3	35.7	35.3	35.6	34.8	34.5	33.5	34.1	35.0	
Women's, children's undergarments.....	37.6	37.4	36.8	37.6	36.3	36.8	36.2	36.5	36.9	36.9	36.0	36.6	37.7	36.2	36.5	
Millinery.....	32.1	32.6	34.7	36.3	34.4	31.7	29.6	32.5	36.5	37.3	36.2	35.5	32.7	35.0	35.9	
Children's outerwear.....	37.3	35.9	35.6	36.6	37.6	37.2	36.7	35.6	35.8	37.5	36.7	35.7	36.8	36.4	36.9	
Miscellaneous apparel and accessories.....	36.8	36.8	37.0	37.9	37.3	37.3	36.4	36.8	36.6	37.2	37.4	37.6	37.3	36.0	35.6	
Other fabricated textile products.....	38.4	38.4	38.3	38.4	38.0	38.3	38.1	38.6	38.2	38.1	37.6	37.8	38.1	37.4	37.8	
Average hourly earnings																
Textile-mill products.....	\$1.59	\$1.59	\$1.59	\$1.59	\$1.58	\$1.58	\$1.58	\$1.57	\$1.57	\$1.53	\$1.53	\$1.53	\$1.52	\$1.51	\$1.50	
Scouring and combing plants.....	1.75	1.73	1.77	1.71	1.72	1.72	1.71	1.67	1.65	1.63	1.64	1.59	1.62	1.60	1.60	
Yarn and thread mills.....	1.49	1.49	1.50	1.49	1.49	1.49	1.49	1.48	1.46	1.42	1.41	1.41	1.41	1.40	1.38	
Broad-woven fabric mills.....	1.56	1.56	1.57	1.56	1.55	1.55	1.55	1.53	1.52	1.47	1.47	1.47	1.46	1.45	1.45	
Narrow fabrics and smallwares.....	1.64	1.64	1.63	1.62	1.61	1.61	1.61	1.61	1.58	1.57	1.57	1.56	1.57	1.54	1.52	
Knitting mills.....	1.49	1.49	1.50	1.49	1.48	1.49	1.49	1.49	1.48	1.48	1.48	1.48	1.47	1.45	1.46	
Dyeing and finishing textiles.....	1.73	1.73	1.72	1.72	1.71	1.73	1.72	1.71	1.71	1.67	1.65	1.66	1.66	1.65	1.64	
Carpets, rugs, other floor coverings.....	1.96	1.95	1.95	1.95	1.96	1.95	1.95	1.95	1.94	1.93	1.93	1.92	1.91	1.89	1.84	
Hats (except cloth and millinery).....	1.64	1.65	1.71	1.74	1.70	1.71	1.70	1.70	1.69	1.71	1.70	1.70	1.70	1.65	1.64	
Miscellaneous textile goods.....	1.84	1.84	1.84	1.83	1.82	1.83	1.82	1.80	1.80	1.80	1.78	1.79	1.78	1.78	1.73	
Apparel and other finished textile products.....	1.52	1.52	1.53	1.52	1.51	1.50	1.52	1.52	1.53	1.53	1.53	1.52	1.52	1.51	1.49	
Men's and boys' suits and coats.....	1.78	1.77	1.78	1.77	1.73	1.76	1.77	1.76	1.76	1.75	1.76	1.75	1.77	1.76	1.77	
Men's and boys' furnishings and work clothing.....	1.31	1.30	1.31	1.28	1.28	1.28	1.29	1.29	1.29	1.28	1.29	1.29	1.29	1.28	1.27	
Women's outerwear.....	1.71	1.70	1.73	1.73	1.72	1.68	1.70	1.71	1.73	1.74	1.72	1.70	1.71	1.69	1.66	
Women's, children's undergarments.....	1.41	1.40	1.40	1.38	1.38	1.39	1.40	1.39	1.40	1.38	1.38	1.37	1.39	1.37	1.34	
Millinery.....	1.86	1.86	1.94	1.89	1.87	1.78	1.76	1.81	1.79	1.87	1.81	1.77	1.74	1.83	1.73	
Children's outerwear.....	1.40	1.40	1.41	1.40	1.41	1.40	1.39	1.38	1.38	1.40	1.40	1.38	1.36	1.38	1.37	
Miscellaneous apparel and accessories.....	1.43	1.43	1.43	1.42	1.41	1.42	1.42	1.42	1.42	1.41	1.41	1.42	1.42	1.41	1.39	
Other fabricated textile products.....	1.56	1.56	1.56	1.53	1.56	1.57	1.56	1.57	1.57	1.55	1.57	1.55	1.55	1.52	1.50	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1950												1958		Annual average	
	Nov. ¹	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1958	1957	
Average weekly earnings																
Manufacturing—Continued																
Nondurable goods—Continued																
Paper and allied products.....	\$95.65	\$95.67	\$96.77	\$95.68	\$95.03	\$94.60	\$93.82	\$92.87	\$92.66	\$92.01	\$91.55	\$91.16	\$90.95	\$88.83	\$85.39	
Pulp, paper, and paperboard mills.....	104.92	104.48	106.32	104.08	104.78	102.75	101.64	100.74	100.07	99.39	99.02	99.39	98.72	96.10	94.18	
Paperboard containers and boxes.....	88.62	89.68	90.95	90.31	87.78	87.99	87.57	86.11	86.74	85.28	85.08	85.07	86.09	82.41	79.90	
Other paper and allied products.....	83.43	83.84	84.03	83.00	83.00	83.40	83.20	83.60	82.78	82.78	81.77	81.16	80.75	78.96	76.07	
Printing, publishing, and allied industries.....	103.79	104.83	106.70	103.79	103.52	102.87	102.11	102.11	102.64	100.44	99.94	101.76	99.30	97.90	94.25	
Newspapers.....	108.06	110.00	111.96	108.32	108.02	108.63	108.22	107.87	105.99	104.90	103.95	109.56	105.44	103.43	102.08	
Periodicals.....	114.93	119.83	132.30	119.83	114.39	108.67	106.50	108.63	111.25	106.00	104.15	104.15	102.70	102.97	101.05	
Books.....	91.71	91.31	92.23	93.61	90.23	90.62	90.00	90.06	90.52	87.98	88.88	87.58	86.46	85.80	84.35	
Commercial printing.....	103.62	104.67	106.00	102.05	102.83	101.82	100.61	101.39	102.68	99.57	99.94	100.19	98.39	97.22	95.75	
Lithographing.....	106.79	108.67	109.60	108.13	108.53	106.26	104.41	103.75	105.34	103.88	101.53	101.25	100.61	98.81	96.58	
Greeting cards.....	69.89	69.72	68.60	68.40	69.50	70.02	69.09	70.10	71.21	70.25	71.85	68.68	68.60	67.03	64.18	
Book binding and related industries.....	81.83	80.43	81.09	81.12	81.33	80.11	79.28	79.10	78.52	78.13	79.13	78.95	77.63	74.86	73.71	
Miscellaneous publishing and printing services.....	116.10	114.98	117.34	116.10	116.43	115.28	116.70	115.12	117.09	116.19	113.45	113.62	113.78	110.75	110.78	
Average weekly hours																
Paper and allied products.....	42.7	42.9	43.2	43.1	43.0	43.0	42.9	42.6	42.7	42.4	42.4	42.4	42.5	41.9	42.3	
Pulp, paper, and paperboard mills.....	43.9	43.9	44.3	44.1	44.4	44.1	44.0	43.8	43.7	43.4	43.5	43.4	43.3	42.9	43.4	
Paperboard containers and boxes.....	41.8	42.3	42.5	42.6	41.8	41.9	41.9	41.2	41.7	41.2	41.1	41.7	42.2	41.0	41.4	
Other paper and allied products.....	41.1	41.3	41.6	41.5	41.5	41.7	41.6	41.8	41.6	41.6	41.3	41.2	41.2	40.7	40.9	
Printing, publishing, and allied industries.....	38.3	38.4	38.8	38.3	38.2	38.1	38.1	38.3	38.3	37.9	38.0	38.4	37.9	37.8	38.5	
Newspapers.....	35.2	35.6	36.0	35.4	35.3	35.5	35.6	35.6	35.2	35.2	35.0	36.4	35.6	35.3	35.8	
Periodicals.....	40.9	41.9	44.1	41.9	41.0	40.1	39.3	39.5	40.4	39.7	39.3	39.3	38.9	39.3	40.1	
Books.....	39.7	39.7	40.1	40.7	39.4	39.4	39.3	39.5	39.7	39.1	39.5	39.1	38.6	39.0	39.6	
Commercial printing.....	39.7	39.8	40.0	39.1	39.4	39.2	39.3	39.3	39.8	39.2	39.5	39.6	39.2	39.2	39.9	
Lithographing.....	39.7	40.1	40.0	39.9	39.9	39.5	39.4	39.3	39.5	39.2	38.9	39.4	39.3	38.9	39.4	
Greeting cards.....	38.4	38.1	37.9	38.0	38.4	38.0	38.5	38.1	38.7	38.6	39.1	38.8	39.2	38.3	38.2	
Book binding and related industries.....	38.6	38.3	38.8	39.0	39.1	38.7	38.3	38.4	38.3	38.3	38.6	38.7	38.2	38.6	39.0	
Miscellaneous publishing and printing services.....	38.7	38.2	38.6	38.7	38.3	38.3	38.9	38.6	38.9	38.6	38.2	38.0	37.8	37.8	38.6	
Average hourly earnings																
Paper and allied products.....	\$2.24	\$2.23	\$2.24	\$2.22	\$2.21	\$2.20	\$2.18	\$2.18	\$2.17	\$2.17	\$2.16	\$2.15	\$2.14	\$2.12	\$2.04	
Pulp, paper, and paperboard mills.....	2.39	2.38	2.40	2.36	2.36	2.33	2.31	2.30	2.29	2.29	2.29	2.29	2.28	2.24	2.17	
Paperboard containers and boxes.....	2.12	2.12	2.14	2.12	2.10	2.10	2.09	2.09	2.08	2.07	2.07	2.04	2.04	2.01	1.93	
Other paper and allied products.....	2.03	2.03	2.02	2.00	2.00	2.00	2.00	2.00	1.99	1.99	1.98	1.97	1.96	1.94	1.86	
Printing, publishing, and allied industries.....	2.71	2.73	2.75	2.71	2.71	2.70	2.68	2.68	2.68	2.65	2.63	2.65	2.62	2.59	2.50	
Newspapers.....	3.07	3.09	3.11	3.06	3.06	3.06	3.04	3.03	3.00	2.98	2.97	3.01	2.97	2.93	2.85	
Periodicals.....	2.81	2.86	3.00	2.86	2.79	2.71	2.71	2.75	2.75	2.67	2.63	2.65	2.64	2.62	2.52	
Books.....	2.31	2.30	2.30	2.30	2.29	2.30	2.29	2.28	2.28	2.25	2.25	2.24	2.24	2.20	2.13	
Commercial printing.....	2.61	2.63	2.65	2.61	2.61	2.60	2.56	2.58	2.58	2.54	2.53	2.53	2.51	2.48	2.40	
Lithographing.....	2.69	2.71	2.74	2.71	2.72	2.69	2.65	2.64	2.66	2.65	2.61	2.67	2.56	2.54	2.45	
Greeting cards.....	1.82	1.83	1.81	1.80	1.81	1.80	1.79	1.84	1.84	1.82	1.83	1.77	1.75	1.75	1.68	
Book binding and related industries.....	2.12	2.10	2.09	2.08	2.08	2.07	2.07	2.06	2.05	2.04	2.05	2.04	2.04	1.97	1.89	
Miscellaneous publishing and printing services.....	3.00	3.01	3.04	3.00	3.04	3.01	3.00	2.99	3.01	3.01	2.97	2.99	3.01	2.93	2.87	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959												1958		Annual average	
	Nov. ¹	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1958	1957	
	Average weekly earnings															
Manufacturing—Continued																
<i>Nondurable goods—Continued</i>																
Chemicals and allied products.....	\$101.75	\$101.09	\$104.48	\$100.53	\$100.28	\$100.43	\$99.42	\$98.18	\$97.88	\$97.64	\$97.00	\$97.70	\$96.82	\$94.48	\$91.46	
Industrial inorganic chemicals.....	113.28	113.97	117.87	111.24	111.64	111.22	110.27	109.18	108.24	108.36	108.09	109.25	107.01	101.70	100.04	
Industrial organic chemicals.....	108.32	108.05	112.89	106.45	106.86	106.91	105.83	103.98	103.73	103.57	103.73	103.57	103.07	100.04	96.93	
Drugs and medicines.....	92.89	93.11	94.39	89.06	89.28	90.17	89.51	88.70	88.94	88.73	88.54	88.54	87.29	85.88	82.82	
Soap, cleaning and polishing preparations.....	108.05	108.58	110.30	107.49	108.17	104.55	103.38	103.07	104.74	104.74	101.50	105.67	102.09	100.86	96.17	
Paints, pigments, and fillers.....	98.57	96.32	101.40	98.29	98.32	98.88	100.01	99.78	97.23	95.47	95.47	97.11	95.76	93.25	89.38	
Gum and wood chemicals.....	88.33	82.54	86.86	84.20	85.40	84.40	84.35	83.36	80.50	80.16	81.54	81.71	80.77	80.45	78.20	
Fertilizers.....	76.08	75.48	80.70	77.46	75.26	78.38	81.90	81.36	75.16	76.64	76.64	75.66	75.29	74.03	71.83	
Vegetable and animal oils and fats.....	87.23	85.84	87.32	87.00	87.03	87.20	85.34	83.42	82.80	82.40	83.28	82.70	83.06	82.21	78.67	
Miscellaneous chemicals.....	93.43	92.39	92.21	91.13	91.76	92.03	91.62	91.21	90.98	89.42	88.62	89.06	89.10	87.02	84.03	
Products of petroleum and coal.....	118.32	117.50	120.77	116.12	118.78	117.79	117.67	118.20	118.24	114.86	113.70	111.35	112.46	110.97	108.39	
Petroleum refining.....	123.71	119.80	124.53	118.50	121.80	120.39	121.58	122.29	121.18	119.77	117.55	114.86	116.28	114.90	112.88	
Coke, other petroleum and coal products.....	100.55	108.03	108.20	108.03	109.48	108.29	105.41	104.30	108.46	98.04	101.71	99.60	99.60	97.28	96.00	
Rubber products.....	98.15	101.18	102.01	105.33	107.10	98.74	101.46	101.57	103.74	101.09	100.28	102.66	98.09	92.50	91.53	
Tires and inner tubes.....	113.88	117.49	117.86	127.74	128.74	108.93	126.13	123.98	122.96	118.98	117.55	121.40	115.75	106.04	106.52	
Rubber footwear.....	79.80	79.40	79.18	79.17	78.60	81.54	79.58	73.05	79.79	80.59	78.20	78.01	77.22	76.62	73.47	
Other rubber products.....	89.91	93.38	94.73	93.21	95.40	94.98	92.18	90.03	93.02	91.96	91.27	92.60	88.54	84.59	82.62	
Average weekly hours																
Chemicals and allied products.....	41.7	41.6	42.3	41.2	41.1	41.5	41.6	41.6	41.3	41.2	41.1	41.4	41.2	40.9	41.2	
Industrial inorganic chemicals.....	41.8	41.9	42.4	41.2	41.5	41.5	41.3	41.2	41.0	41.2	41.1	41.7	41.0	40.9	41.0	
Industrial organic chemicals.....	41.5	41.4	42.6	41.1	41.1	41.6	41.5	41.1	41.0	41.1	41.0	41.1	41.0	40.9	41.0	
Drugs and medicines.....	41.1	41.2	41.4	40.3	40.4	40.8	40.5	40.8	40.7	40.8	40.7	40.8	40.6	40.7	40.8	
Soap, cleaning and polishing preparations.....	41.4	41.6	42.1	41.5	40.3	41.0	40.7	40.9	41.4	41.4	40.6	42.1	41.0	41.0	41.1	
Paints, pigments, and fillers.....	40.9	40.3	41.9	41.3	41.5	41.9	42.2	42.1	41.2	40.8	40.8	41.5	41.1	40.9	41.0	
Gum and wood chemicals.....	43.3	41.9	43.0	42.1	42.7	42.2	42.2	42.1	41.1	40.9	41.6	41.9	41.0	41.9	42.5	
Fertilizers.....	41.8	41.7	42.7	42.1	40.9	42.6	45.0	47.3	43.7	43.3	43.3	41.8	42.3	42.3	44.5	
Vegetable and animal oils and fats.....	46.4	46.4	46.2	43.5	43.3	43.6	43.1	43.0	43.6	43.6	44.3	44.7	45.9	44.2	44.7	
Miscellaneous chemicals.....	40.8	40.7	40.8	40.5	40.6	40.9	40.9	40.9	40.8	40.1	40.1	40.3	40.5	40.1	40.4	
Products of petroleum and coal.....	40.8	40.8	41.5	40.6	41.1	40.9	41.0	40.9	41.2	40.3	40.9	40.2	40.6	40.5	40.9	
Petroleum refining.....	41.1	40.2	41.1	39.9	40.6	40.4	40.8	40.9	40.8	40.6	41.1	40.3	40.8	40.6	40.9	
Coke, other petroleum and coal products.....	39.9	42.7	42.6	42.7	42.6	42.3	41.5	40.9	42.7	39.3	40.2	40.0	40.0	40.2	41.2	
Rubber products.....	39.9	40.8	41.3	42.3	42.5	40.3	42.1	41.8	42.0	41.6	41.1	41.9	40.7	39.4	40.5	
Tires and inner tubes.....	39.0	40.1	40.4	43.3	43.2	36.8	42.9	42.9	42.4	41.6	41.1	42.3	40.9	38.7	40.5	
Rubber footwear.....	39.9	39.9	40.4	40.6	40.1	41.2	40.6	39.7	40.3	40.7	39.9	39.8	39.6	39.7	39.5	
Other rubber products.....	40.5	41.5	42.1	41.8	42.4	42.4	41.9	41.3	41.9	41.8	41.3	41.9	40.8	39.9	40.7	
Average hourly earnings																
Chemicals and allied products.....	\$2.44	\$2.43	\$2.47	\$2.44	\$2.44	\$2.42	\$2.39	\$2.36	\$2.37	\$2.37	\$2.36	\$2.36	\$2.35	\$2.31	\$2.22	
Industrial inorganic chemicals.....	2.71	2.72	2.78	2.70	2.69	2.68	2.67	2.65	2.64	2.63	2.63	2.62	2.61	2.56	2.44	
Industrial organic chemicals.....	2.61	2.61	2.65	2.59	2.60	2.57	2.55	2.53	2.53	2.52	2.53	2.52	2.52	2.47	2.37	
Drugs and medicines.....	2.26	2.26	2.28	2.21	2.21	2.21	2.21	2.19	2.18	2.18	2.17	2.17	2.15	2.11	2.03	
Soap, cleaning and polishing preparations.....	2.61	2.61	2.62	2.59	2.56	2.55	2.54	2.52	2.53	2.53	2.50	2.51	2.49	2.46	2.34	
Paints, pigments, and fillers.....	2.41	2.39	2.42	2.38	2.37	2.36	2.37	2.37	2.36	2.34	2.34	2.34	2.33	2.28	2.18	
Gum and wood chemicals.....	2.04	1.97	2.02	2.00	2.00	2.00	1.98	1.98	1.96	1.96	1.96	1.95	1.97	1.92	1.84	
Fertilizers.....	1.82	1.81	1.89	1.84	1.84	1.84	1.82	1.72	1.72	1.77	1.77	1.81	1.78	1.75	1.69	
Vegetable and animal oils and fats.....	1.88	1.85	1.89	2.00	2.01	2.00	1.98	1.94	1.93	1.89	1.88	1.85	1.81	1.86	1.76	
Miscellaneous chemicals.....	2.29	2.27	2.26	2.25	2.26	2.25	2.24	2.23	2.23	2.23	2.21	2.21	2.20	2.17	2.08	
Products of petroleum and coal.....	2.90	2.88	2.91	2.86	2.89	2.88	2.87	2.89	2.87	2.85	2.78	2.77	2.77	2.74	2.65	
Petroleum refining.....	3.01	2.98	3.03	2.97	3.00	2.98	2.98	2.99	2.97	2.95	2.86	2.85	2.85	2.83	2.76	
Coke, other petroleum and coal products.....	2.52	2.53	2.54	2.53	2.57	2.56	2.54	2.55	2.54	2.52	2.53	2.49	2.49	2.42	2.33	
Rubber products.....	2.46	2.48	2.47	2.49	2.52	2.45	2.41	2.43	2.47	2.43	2.44	2.45	2.41	2.35	2.26	
Tires and inner tubes.....	2.92	2.93	2.91	2.95	2.98	2.96	2.94	2.89	2.90	2.86	2.86	2.87	2.83	2.74	2.63	
Rubber footwear.....	2.00	1.99	1.96	1.95	1.96	1.95	1.96	1.94	1.96	1.96	1.96	1.95	1.93	1.86	1.80	
Other rubber products.....	2.22	2.25	2.25	2.23	2.25	2.24	2.20	2.18	2.22	2.20	2.21	2.21	2.17	2.12	2.03	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959											1958		Annual average	
	Nov. ¹	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1958	1957
Average weekly earnings															
Manufacturing—Continued															
Nondurable goods—Continued															
Leather and leather products.....	\$60.59	\$58.28	\$59.09	\$60.48	\$60.00	\$61.80	\$60.54	\$59.57	\$60.80	\$62.08	\$62.86	\$61.22	\$59.63	\$57.78	\$57.00
Leather: tanned, curried, and finished.....	80.91	80.50	80.11	80.52	79.70	80.94	81.56	81.88	80.77	80.58	81.39	83.03	81.19	78.39	76.64
Industrial leather belting and packing.....	69.09	72.38	77.42	80.19	79.56	83.38	82.74	82.80	82.99	76.76	78.69	79.65	80.16	76.62	77.27
Boot and shoe cut stock and findings.....	56.21	54.42	55.85	57.30	58.05	58.74	57.91	55.87	56.47	58.52	58.98	59.04	57.22	56.02	55.42
Footwear (except rubber).....	57.46	55.69	56.47	58.50	59.21	59.44	58.03	56.78	58.81	60.37	60.76	58.67	56.21	54.87	55.13
Luggage.....	69.87	63.60	64.19	64.85	65.11	65.63	65.02	65.40	64.18	63.02	63.59	66.08	66.19	63.46	62.43
Handbags and small leather goods.....	60.05	54.24	56.24	56.74	56.60	54.54	53.87	54.52	56.26	58.25	56.02	56.30	59.42	55.54	53.66
Gloves and miscellaneous leather goods.....	53.34	52.77	51.41	52.88	51.61	51.66	50.92	51.43	51.85	51.10	51.80	51.71	51.01	50.40	49.50
Transportation and public utilities:															
Transportation:															
Interstate railroads:															
Class I railroads ¹	105.25	106.17	103.38	107.35	108.28	104.90	106.09	105.00	109.39	105.66	107.35	104.19	101.50	94.24	94.24
Local railroads and buslines.....	95.22	94.57	94.33	95.68	95.47	95.92	95.04	93.95	92.87	92.65	92.44	92.66	91.16	90.52	88.55
Communication:															
Telephone.....	90.17	88.58	89.32	85.85	86.29	85.02	84.20	82.56	81.79	82.47	80.81	81.06	82.97	78.72	76.05
Telegraph ²	95.53	95.57	100.11	97.13	95.79	96.64	97.33	94.62	93.98	93.98	93.98	93.18	92.61	90.06	87.36
Other public utilities:															
Gas and electric utilities.....	108.50	108.62	107.79	105.93	106.04	105.37	103.68	103.79	104.04	103.89	103.32	103.87	103.57	100.37	95.30
Electric light and power utilities.....	108.65	108.24	108.36	107.16	107.53	106.60	104.60	105.37	104.96	104.70	103.63	103.89	103.73	101.49	97.06
Gas utilities.....	103.91	103.17	102.34	99.06	98.74	98.49	97.61	95.84	96.80	97.27	98.06	98.06	98.71	94.83	90.13
Electric light and gas utilities combined.....	112.48	113.44	112.06	110.00	110.42	110.54	107.07	108.12	108.92	108.86	107.83	108.47	107.61	103.63	97.10
Average weekly hours															
Manufacturing—Continued															
Nondurable goods—Continued															
Leather and leather products.....	37.4	36.2	36.7	37.8	38.3	38.2	37.6	37.0	38.0	38.8	39.1	38.5	37.5	36.8	37.4
Leather: tanned, curried, and finished.....	38.9	38.7	38.7	38.9	38.5	39.1	39.4	39.6	39.4	39.5	39.7	40.5	39.8	39.0	39.3
Industrial leather belting and packing.....	35.8	37.5	39.5	40.5	40.8	41.9	42.0	42.9	43.0	40.4	41.2	41.7	40.9	39.7	41.1
Boot and shoe cut stock and findings.....	36.5	35.8	36.5	37.7	38.7	38.9	38.1	37.0	37.4	38.8	38.8	39.1	37.4	37.1	37.7
Footwear (except rubber).....	36.6	35.7	36.2	37.5	38.2	38.1	37.2	36.4	37.7	38.7	39.2	38.1	36.5	36.1	37.0
Luggage.....	41.1	37.8	38.9	39.3	39.7	39.3	38.7	38.7	37.6	37.4	39.1	39.4	38.0	38.3	38.0
Handbags and small leather goods.....	40.3	36.4	38.0	38.6	38.5	37.1	36.9	37.6	38.8	39.9	38.9	39.1	40.7	38.3	37.8
Gloves and miscellaneous leather goods.....	37.3	36.9	35.7	37.5	36.6	36.9	36.9	37.0	37.3	36.5	36.8	37.2	36.7	36.0	36.3
Transportation and public utilities:															
Transportation:															
Interstate railroads:															
Class I railroads ¹	41.6	41.8	40.7	42.6	42.8	41.3	42.1	41.5	42.4	41.6	42.6	42.9	40.7	41.6	41.7
Local railroads and buslines.....	42.7	42.6	42.3	43.1	43.2	43.6	43.2	42.9	42.6	42.5	42.6	42.9	42.6	42.7	43.2
Communication:															
Telephone.....	40.8	39.9	40.6	39.2	39.4	39.0	38.8	38.4	38.9	38.3	38.6	39.7	38.4	39.0	39.0
Telegraph ²	41.9	42.1	44.1	42.6	42.2	42.2	42.5	41.5	41.4	41.4	41.6	41.6	41.3	41.5	41.8
Other public utilities:															
Gas and electric utilities.....	41.1	41.3	41.3	40.9	41.1	41.0	40.5	40.7	40.8	40.9	41.0	41.1	41.1	40.8	40.9
Electric light and power utilities.....	41.0	41.0	41.2	40.9	41.2	41.0	40.7	41.0	40.8	40.9	40.8	40.9	41.0	40.9	41.3
Gas utilities.....	41.4	41.6	41.6	40.6	40.8	40.7	40.5	40.1	40.5	40.7	41.2	41.3	41.3	40.7	40.6
Electric light and gas utilities combined.....	40.9	41.4	41.2	41.2	41.2	41.4	40.1	40.8	41.1	41.1	41.0	41.4	41.0	40.8	40.8
Average hourly earnings															
Manufacturing—Continued															
Nondurable goods—Continued															
Leather and leather products.....	\$1.62	\$1.61	\$1.61	\$1.60	\$1.59	\$1.61	\$1.61	\$1.61	\$1.60	\$1.60	\$1.60	\$1.59	\$1.59	\$1.57	\$1.54
Leather: tanned, curried, and finished.....	2.08	2.08	2.07	2.07	2.07	2.07	2.07	2.06	2.06	2.04	2.05	2.05	2.04	2.01	1.98
Industrial leather belting and packing.....	1.93	1.93	1.96	1.98	1.95	1.99	1.97	1.93	1.93	1.90	1.91	1.91	1.96	1.93	1.88
Boot and shoe cut stock and findings.....	1.54	1.52	1.53	1.52	1.50	1.51	1.52	1.51	1.51	1.52	1.52	1.51	1.53	1.51	1.47
Footwear (except rubber).....	1.57	1.56	1.56	1.56	1.55	1.56	1.56	1.56	1.56	1.55	1.55	1.54	1.54	1.52	1.49
Luggage.....	1.70	1.68	1.65	1.65	1.64	1.67	1.68	1.69	1.68	1.70	1.70	1.69	1.68	1.67	1.63
Handbags and small leather goods.....	1.49	1.49	1.48	1.47	1.47	1.47	1.46	1.45	1.45	1.46	1.44	1.44	1.46	1.45	1.42
Gloves and miscellaneous leather goods.....	1.43	1.43	1.44	1.41	1.41	1.40	1.38	1.39	1.39	1.40	1.41	1.39	1.39	1.40	1.37
Transportation and public utilities:															
Transportation:															
Interstate railroads:															
Class I railroads ¹	2.53	2.54	2.54	2.52	2.53	2.54	2.52	2.53	2.53	2.54	2.52	2.52	2.50	2.44	2.28
Local railroads and buslines.....	2.23	2.22	2.23	2.22	2.21	2.20	2.20	2.19	2.18	2.18	2.17	2.16	2.14	2.12	2.05
Communication:															
Telephone.....	2.21	2.22	2.20	2.19	2.19	2.18	2.17	2.15	2.13	2.12	2.11	2.10	2.09	2.05	1.95
Telegraph ²	2.28	2.27	2.27	2.28	2.27	2.29	2.29	2.28	2.27	2.27	2.27	2.24	2.24	2.17	2.09
Other public utilities:															
Gas and electric utilities.....	2.64	2.63	2.61	2.59	2.58	2.57	2.56	2.55	2.55	2.54	2.53	2.52	2.52	2.46	2.33
Electric light and power utilities.....	2.65	2.64	2.63	2.62	2.61	2.60	2.57	2.57	2.57	2.56	2.54	2.54	2.53	2.48	2.35
Gas utilities.....	2.61	2.48	2.46	2.44	2.42	2.42	2.41	2.39	2.39	2.39	2.38	2.38	2.39	2.33	2.22
Electric light and gas utilities combined.....	2.75	2.74	2.72	2.67	2.68	2.67	2.67	2.65	2.65	2.64	2.63	2.62	2.61	2.54	2.38

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959											1958		Annual average	
	Nov. ³	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1958	1957
Average weekly earnings															
Wholesale and retail trade:	\$91.71	\$91.53	\$91.94	\$91.53	\$91.76	\$91.13	\$90.27	\$89.42	\$89.24	\$88.00	\$88.44	\$88.48	\$88.22	\$87.02	\$84.42
Wholesale trade:															
Retail trade (except eating and drinking places):	66.38	67.11	67.82	68.32	68.68	67.79	66.70	66.33	65.95	65.95	66.29	64.68	64.47	64.77	62.48
General merchandise stores:	47.46	47.94	48.50	49.42	49.07	48.72	47.54	47.47	47.40	47.13	48.23	48.68	45.90	46.85	44.85
Department stores and general mail-order houses:	82.98	83.82	84.60	85.03	84.82	84.72	83.55	83.55	83.15	82.70	84.01	85.13	81.41	82.60	80.26
Food and liquor stores:	69.45	69.65	71.20	71.23	72.18	70.29	69.14	68.78	68.97	69.52	68.43	68.24	68.97	67.52	65.50
Automotive and accessories dealers:	89.12	89.76	87.40	89.12	90.20	90.41	89.12	88.44	86.72	86.04	87.07	85.36	83.90	83.22	83.22
Apparel and accessories stores:	51.68	51.34	52.29	52.64	52.65	52.55	51.79	51.26	49.88	51.41	52.40	52.98	50.76	50.81	49.13
Other retail trade:															
Furniture and appliance stores:	76.86	76.18	77.42	77.79	77.15	78.95	78.12	78.51	72.51	72.92	73.75	76.38	74.05	72.31	71.23
Lumber and hardware supply stores:	80.41	81.79	80.79	81.94	81.70	80.70	80.51	79.71	78.12	76.41	76.78	76.49	77.70	77.04	74.69
Finance, insurance, and real estate:															
Banks and trust companies ¹ :	68.44	68.61	68.26	68.07	68.08	67.69	68.25	68.06	68.25	67.34	67.14	67.48	67.30	66.57	64.21
Security dealers and exchanges:	109.39	109.43	107.22	114.84	120.43	123.72	126.01	131.40	124.67	124.46	122.71	123.49	121.46	106.88	98.77
Insurance carriers:	86.36	85.79	85.08	86.59	86.57	85.91	85.24	85.33	85.37	84.95	84.59	84.36	83.45	82.97	80.73
Service and miscellaneous:															
Hotels and lodging places:															
Hotels, year-round ⁴ :	47.84	48.20	48.36	47.91	47.44	47.32	46.92	46.82	46.12	46.28	45.66	46.40	45.49	45.20	43.53
Personal services:															
Laundries:	46.37	46.96	46.96	46.33	46.22	46.92	47.27	46.28	45.70	44.85	45.20	44.69	44.23	44.30	43.27
Cleaning and dyeing plants:	53.41	55.60	53.54	51.65	51.92	54.79	55.48	53.72	51.82	50.49	51.98	51.32	51.86	50.82	50.57
Motion pictures:															
Motion-picture production and distribution:	114.31	114.51	110.97	114.98	108.26	103.15	104.80	105.02	105.12	103.23	101.29	104.29	101.44	98.65	99.48
Average weekly hours															
Wholesale and retail trade:	40.4	40.5	40.5	40.5	40.6	40.5	40.3	40.1	40.2	40.0	40.2	40.4	40.1	40.1	40.2
Wholesale trade:															
Retail trade (except eating and drinking places):	37.5	37.7	38.1	38.6	38.8	38.3	37.9	37.9	37.9	37.9	38.1	38.5	37.7	38.1	38.1
General merchandise stores:	33.9	34.0	34.4	35.3	35.3	34.8	34.2	34.4	34.6	34.4	34.7	36.6	34.0	34.7	34.5
Department stores and general mail-order houses:	34.4	34.5	35.0	35.5	35.6	35.3	35.0	35.0	35.2	34.9	35.3	37.5	34.5	35.3	34.9
Food and liquor stores:	35.8	35.9	36.7	37.1	37.4	36.8	36.2	36.2	36.3	36.4	36.4	36.3	36.3	36.3	36.8
Automotive and accessories dealers:	43.9	44.0	43.7	43.9	44.0	44.1	43.9	44.0	43.8	43.9	44.2	44.0	43.7	43.8	43.8
Apparel and accessories stores:	34.0	34.0	34.4	35.5	35.1	34.8	34.3	34.4	33.7	34.5	34.7	35.8	34.3	34.8	34.6
Other retail trade:															
Furniture and appliance stores:	41.1	41.4	41.4	41.6	41.7	41.5	41.5	41.3	41.2	41.2	41.2	42.2	41.6	41.8	41.9
Lumber and hardware supply stores:	42.1	42.6	42.3	42.9	43.0	42.7	42.6	42.4	42.0	41.3	41.5	41.8	42.0	42.1	42.2
Finance, insurance, and real estate:															
Banks and trust companies ¹ :	37.4	37.6	37.3	37.4	37.6	37.4	37.5	37.6	37.5	37.0	37.3	37.7	37.6	37.4	---
Security dealers and exchanges:															
Insurance carriers:															
Service and miscellaneous:															
Hotels and lodging places:															
Hotels, year-round ⁴ :	40.2	40.5	40.3	40.6	40.2	40.1	40.1	40.1	40.1	39.9	39.7	40.0	39.9	40.0	40.3
Personal services:															
Laundries:	39.3	39.8	39.8	39.6	39.5	40.1	40.4	39.9	39.4	39.0	39.3	39.2	38.8	39.2	39.7
Cleaning and dyeing plants:	38.7	40.0	38.8	37.7	37.9	39.7	40.2	39.5	38.1	37.4	38.6	38.3	38.7	38.5	38.9
Motion pictures:															
Motion-picture production and distribution:															
Average hourly earnings															
Wholesale and retail trade:	\$2.27	\$2.26	\$2.27	\$2.26	\$2.26	\$2.25	\$2.24	\$2.23	\$2.22	\$2.20	\$2.20	\$2.19	\$2.20	\$2.17	\$2.10
Wholesale trade:															
Retail trade (except eating and drinking places):	1.77	1.78	1.78	1.77	1.77	1.77	1.76	1.75	1.74	1.74	1.74	1.68	1.71	1.70	1.64
General merchandise stores:	1.40	1.41	1.41	1.40	1.39	1.40	1.39	1.38	1.37	1.37	1.39	1.33	1.35	1.35	1.30
Department stores and general mail-order houses:	1.54	1.56	1.56	1.55	1.54	1.55	1.53	1.53	1.51	1.51	1.53	1.47	1.49	1.49	1.44
Food and liquor stores:	1.94	1.94	1.94	1.92	1.93	1.91	1.91	1.90	1.90	1.91	1.88	1.88	1.90	1.86	1.78
Automotive and accessories dealers:	2.03	2.04	2.00	2.03	2.05	2.05	2.03	2.01	1.98	1.96	1.97	1.94	1.92	1.90	1.90
Apparel and accessories stores:	1.52	1.51	1.52	1.48	1.50	1.51	1.51	1.49	1.48	1.49	1.51	1.48	1.48	1.46	1.42
Other retail trade:															
Furniture and appliance stores:	1.87	1.84	1.87	1.87	1.85	1.83	1.81	1.78	1.76	1.77	1.79	1.81	1.78	1.73	1.70
Lumber and hardware supply stores:	1.91	1.92	1.91	1.91	1.90	1.89	1.89	1.88	1.86	1.85	1.85	1.83	1.85	1.83	1.77
Finance, insurance, and real estate:															
Banks and trust companies ¹ :	1.83	1.83	1.83	1.82	1.81	1.81	1.82	1.81	1.82	1.82	1.80	1.79	1.79	1.78	---
Security dealers and exchanges:															
Insurance carriers:															
Service and miscellaneous:															
Hotels and lodging places:															
Hotels, year-round ⁴ :	1.19	1.19	1.20	1.18	1.18	1.18	1.17	1.16	1.15	1.16	1.15	1.16	1.14	1.13	1.08
Personal services:															
Laundries:	1.18	1.18	1.18	1.17	1.17	1.17	1.17	1.16	1.16	1.15	1.15	1.14	1.14	1.13	1.09
Cleaning and dyeing plants:	1.38	1.39	1.38	1.37	1.37	1.38	1.38	1.36	1.36	1.35	1.35	1.34	1.34	1.32	1.30
Motion pictures:															
Motion-picture production and distribution:															

¹ For comparability of data with those published in issues prior to August 1958 and coverage of these series, see footnote 1, table A-2.

In addition, hours and earnings data for anthracite mining have been revised from January 1953 and are not comparable with those published in issues prior to August 1958.

For mining, manufacturing, laundries, and cleaning and dyeing plants, data refer to production and related workers; for contract construction, to construction workers; and for the remaining industries, unless otherwise noted, to nonsupervisory workers and working supervisors.

² Preliminary.

³ Figures for Class I railroads (excluding switching and terminal companies) are based upon monthly data summarized in the M-300 report by the Interstate Commerce Commission and relate to all employees who received pay during the month, except executives, officials, and staff assistants (ICO Group I).

state Commerce Commission and relate to all employees who received pay during the month, except executives, officials, and staff assistants (ICO Group I).

⁴ Data relate to domestic nonsupervisory employees except messengers. ⁵ Average weekly earnings have been revised beginning with January 1958 and are not strictly comparable with data for earlier years. Average weekly hours and average hourly earnings are new series, available from January 1958.

⁶ Money payments only; additional value of board, room, uniforms, and tips not included.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics for all series except that for Class I railroads (see footnote 3).

TABLE C-2. Average overtime hours and average hourly earnings excluding overtime of production workers in manufacturing, by major industry group¹

Major industry group	1950												1958		Annual average	
	Nov. ¹	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1958	1957	
	Average overtime hours ²															
Manufacturing.....	2.6	2.8	3.0	2.9	2.7	2.9	2.7	2.6	2.6	2.4	2.3	2.6	2.6	2.0	2.4	
Durable goods.....	2.5	2.8	3.0	3.0	2.7	3.0	2.8	2.6	2.6	2.4	2.3	2.7	2.6	1.9	2.4	
Ordnance and accessories.....	2.1	2.1	2.3	2.1	2.1	2.2	2.1	1.9	2.0	1.8	2.1	2.2	2.3	2.0	2.0	
Lumber and wood products.....	3.3	3.5	3.6	4.1	3.5	3.7	3.7	3.3	3.3	3.0	2.9	3.0	3.4	2.9	2.8	
Furniture and fixtures.....	3.1	3.5	3.2	3.3	2.8	2.7	2.4	2.3	2.6	2.5	2.6	3.1	2.7	2.1	2.3	
Stone, clay, and glass products.....	3.2	3.4	3.6	3.9	3.6	3.6	3.8	3.5	3.2	2.9	2.8	3.0	3.3	2.8	3.1	
Primary metal industries.....	2.3	2.6	3.0	2.6	2.4	3.1	2.9	2.7	2.8	2.3	2.1	2.0	1.8	1.3	2.0	
Fabricated metal products.....	2.4	2.9	3.6	3.4	3.0	3.3	3.0	2.7	2.5	2.3	2.2	2.8	2.6	2.1	2.8	
Machinery (except electrical).....	2.5	2.7	2.8	2.8	2.9	3.2	3.0	2.9	2.7	2.4	2.2	2.2	2.1	1.7	2.6	
Electrical machinery.....	2.2	2.5	2.6	2.4	2.1	2.3	2.1	1.8	2.0	2.1	2.0	2.3	2.2	1.5	1.9	
Transportation equipment.....	1.9	2.5	2.7	2.7	2.6	2.8	2.6	2.6	2.5	2.3	2.2	3.8	3.3	1.9	2.4	
Instruments and related products.....	2.6	2.5	2.4	2.3	2.4	2.2	2.0	2.0	1.9	1.9	1.9	2.1	2.0	1.5	2.0	
Miscellaneous manufacturing.....	2.8	3.1	3.0	2.7	2.4	2.7	2.5	2.5	2.4	2.3	2.4	2.7	2.6	2.1	2.3	
Nondurable goods.....	2.7	2.8	3.0	2.9	2.8	2.7	2.6	2.5	2.6	2.4	2.4	2.6	2.5	2.2	2.4	
Food and kindred products.....	3.6	3.6	4.0	3.3	3.4	3.4	3.2	2.8	2.8	2.9	3.0	3.2	3.4	3.0	3.1	
Tobacco manufactures.....	1.0	1.3	1.6	1.7	1.8	1.5	1.2	.7	.9	.7	.9	1.9	1.3	1.3	1.2	
Textile-mill products.....	3.2	3.2	3.1	3.3	3.1	3.3	3.0	3.0	3.0	2.9	2.6	2.9	3.0	2.1	2.2	
Apparel and other finished textile products.....	1.5	1.5	1.5	1.7	1.4	1.4	1.4	1.4	1.4	1.4	1.1	1.3	1.3	1.1	1.1	
Paper and allied products.....	4.6	4.6	5.1	4.9	4.7	4.6	4.6	4.4	4.5	4.4	4.2	4.3	4.4	3.9	4.3	
Printing and publishing.....	2.9	3.2	3.6	3.2	2.9	2.8	2.7	2.8	2.9	2.4	2.4	2.9	2.5	2.5	3.0	
Chemicals and allied products.....	2.4	2.5	3.1	2.5	2.4	2.4	2.6	2.7	2.3	2.2	2.1	2.2	2.1	2.0	2.2	
Products of petroleum and coal.....	1.7	2.1	2.3	2.0	2.3	1.7	1.6	1.8	1.9	1.3	1.7	1.4	1.5	1.6	1.9	
Rubber products.....	2.4	3.5	4.3	4.6	4.8	3.9	3.9	3.7	4.0	3.7	3.2	3.8	2.8	2.3	2.8	
Leather and leather products.....	1.3	1.2	1.2	1.3	1.3	1.3	1.2	1.1	1.5	1.8	2.0	1.6	1.4	1.1	1.3	
Average hourly earnings excluding overtime ³																
Manufacturing.....	\$2.16	\$2.14	\$2.14	\$2.12	\$2.15	\$2.16	\$2.15	\$2.16	\$2.15	\$2.13	\$2.13	\$2.12	\$2.11	\$2.08	\$2.01	
Durable goods.....	2.31	2.28	2.28	2.27	2.31	2.32	2.32	2.31	2.31	2.29	2.29	2.28	2.26	2.23	2.14	
Ordnance and accessories.....	2.52	2.52	2.49	2.48	2.49	2.49	2.49	2.46	2.46	2.47	2.47	2.48	2.44	2.42	2.28	
Lumber and wood products.....	1.93	1.94	1.94	1.91	1.89	1.90	1.88	1.87	1.84	1.81	1.83	1.86	1.85	1.82	1.75	
Furniture and fixtures.....	1.74	1.76	1.76	1.76	1.77	1.78	1.76	1.76	1.75	1.74	1.74	1.73	1.73	1.73	1.70	
Stone, clay, and glass products.....	2.15	2.14	2.14	2.12	2.13	2.12	2.12	2.12	2.12	2.10	2.09	2.08	2.06	2.04	1.98	
Primary metal industries.....	2.69	2.57	2.56	2.55	2.73	2.74	2.74	2.74	2.73	2.71	2.70	2.68	2.69	2.61	2.44	
Fabricated metal products.....	2.29	2.28	2.29	2.28	2.29	2.29	2.29	2.28	2.28	2.27	2.26	2.26	2.24	2.21	2.11	
Machinery (except electrical).....	2.45	2.44	2.43	2.41	2.41	2.41	2.41	2.40	2.40	2.39	2.38	2.37	2.36	2.33	2.23	
Electrical machinery.....	2.18	2.17	2.16	2.15	2.17	2.16	2.16	2.16	2.16	2.15	2.15	2.14	2.13	2.11	2.02	
Transportation equipment.....	2.60	2.62	2.62	2.60	2.57	2.57	2.56	2.55	2.55	2.55	2.55	2.54	2.53	2.47	2.35	
Instruments and related products.....	2.24	2.23	2.22	2.22	2.22	2.23	2.21	2.21	2.21	2.20	2.19	2.18	2.17	2.15	2.06	
Miscellaneous manufacturing.....	1.85	1.83	1.83	1.84	1.84	1.84	1.84	1.84	1.84	1.83	1.84	1.82	1.81	1.80	1.76	
Nondurable goods.....	1.96	1.95	1.95	1.93	1.95	1.94	1.94	1.94	1.93	1.92	1.92	1.91	1.90	1.89	1.83	
Food and kindred products.....	2.04	2.02	1.99	1.97	2.00	2.01	2.02	2.03	2.03	2.02	2.02	1.98	1.96	1.94	1.85	
Tobacco manufactures.....	1.66	1.56	1.52	1.59	1.72	1.70	1.72	1.70	1.67	1.63	1.62	1.62	1.58	1.57	1.50	
Textile-mill products.....	1.53	1.53	1.53	1.52	1.52	1.52	1.52	1.52	1.51	1.48	1.48	1.47	1.47	1.47	1.46	
Apparel and other finished textile products.....	1.49	1.49	1.50	1.48	1.48	1.48	1.49	1.49	1.50	1.50	1.51	1.49	1.49	1.49	1.47	
Paper and allied products.....	2.12	2.12	2.12	2.10	2.10	2.08	2.07	2.07	2.06	2.06	2.06	2.05	2.04	2.02	1.94	
Printing and publishing.....	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	
Chemicals and allied products.....	2.37	2.36	2.39	2.36	2.37	2.35	2.32	2.29	2.30	2.30	2.30	2.30	2.29	2.26	2.16	
Products of petroleum and coal.....	2.84	2.80	2.83	2.79	2.82	2.82	2.82	2.82	2.80	2.81	2.73	2.72	2.72	2.69	2.59	
Rubber products.....	2.38	2.38	2.35	2.36	2.38	2.34	2.30	2.33	2.35	2.33	2.35	2.34	2.33	2.28	2.18	
Leather and leather products.....	1.59	1.58	1.58	1.58	1.57	1.58	1.58	1.58	1.57	1.57	1.56	1.56	1.56	1.55	1.52	

¹ For comparability of data with those published in issues prior to August 1958, see footnote 1, table A-2.

² Freillinary.

³ Covers premium overtime hours of production and related workers during the pay period ending nearest the 15th of the month. Overtime hours are those for which premiums were paid because the hours were in excess of the number of hours of either the straight-time workday or workweek. Weekend and holiday hours are included only if premium wage rates were paid. Hours

for which only shift differential, hazard, incentive, or other similar types of premiums were paid are excluded. These data are not available prior to 1958.

⁴ Derived by assuming that overtime hours are paid at the rate of time and one-half.

⁵ Not available as average overtime rates are significantly above time and one-half. Inclusion of data for the group in the nondurable-goods total has little effect.

TABLE C-3. Indexes of aggregate weekly man-hours and payrolls in industrial and construction activities¹

Activity	1959												1958	Annual average	
	Dec. ³	Nov. ³	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1958	1957
	Man-hours														
Total	101.8	99.9	101.4	103.0	103.2	104.0	105.7	102.5	99.9	97.5	94.4	94.8	96.7	94.3	105.0
Mining	66.3	64.0	60.0	59.2	61.7	66.9	71.4	68.8	66.6	65.6	66.0	67.7	69.8	67.9	81.4
Contract construction	120.4	123.1	133.7	136.5	140.1	140.1	138.9	129.2	119.0	103.7	92.0	99.7	105.7	118.2	127.3
Manufacturing	101.5	99.0	99.5	101.1	99.8	101.3	103.3	100.9	99.4	98.7	96.6	95.9	97.3	92.6	104.1
Durable goods	108.3	103.0	103.3	103.9	101.6	108.0	111.7	106.3	107.1	105.3	102.1	101.4	102.3	95.9	112.9
Ordnance and accessories	336.7	325.9	328.0	326.9	313.2	322.0	325.0	327.9	325.6	326.3	320.2	327.4	330.1	303.0	339.4
Lumber and wood products	75.6	79.0	81.7	82.5	84.6	88.2	84.4	79.8	73.7	73.6	69.3	70.9	74.5	72.7	76.5
Furniture and fixtures	113.6	110.8	113.8	112.4	111.7	108.0	108.2	105.8	104.9	105.7	105.4	104.2	105.3	97.2	103.9
Stone, clay and glass products	104.3	105.4	106.9	108.9	110.3	108.9	110.0	106.9	103.8	100.3	94.5	93.6	96.4	94.7	104.5
Primary metal industries	101.7	92.4	59.1	60.2	61.4	98.4	109.6	107.2	105.3	102.3	97.4	93.9	92.4	83.7	105.4
Fabricated metal products	108.4	102.5	105.9	111.6	107.9	110.5	115.3	112.6	109.7	107.6	104.9	105.5	107.9	101.1	115.9
Machinery (except electrical)	103.4	100.0	102.0	103.5	100.9	102.5	105.6	103.5	100.7	99.3	96.1	92.9	91.1	88.9	111.0
Electrical machinery	142.6	140.3	142.0	141.0	134.2	130.7	132.4	128.5	125.9	125.5	124.6	124.6	124.9	115.9	134.0
Transportation equipment	117.3	97.9	122.4	119.9	113.6	123.1	125.4	125.9	126.0	124.5	121.0	123.6	123.7	111.6	130.6
Instruments and related products	124.4	122.7	122.8	121.7	118.3	116.9	118.7	114.7	113.4	112.5	111.0	109.7	110.3	105.4	117.5
Miscellaneous manufacturing	103.5	108.0	111.0	109.4	105.1	98.6	101.2	98.9	97.2	95.5	93.7	91.0	94.4	92.7	101.2
Nondurable goods	93.4	94.1	95.0	97.7	97.7	93.2	93.2	90.9	90.1	90.8	90.0	89.4	91.2	88.7	93.7
Food and kindred products	81.9	84.7	88.1	96.2	97.3	86.9	84.4	79.5	77.1	76.0	75.5	76.9	82.2	84.2	86.4
Tobacco manufactures	76.9	78.4	92.6	100.0	90.6	67.0	68.2	66.5	65.5	68.1	73.0	76.0	82.7	77.7	80.8
Textile-mill products	75.0	74.8	75.6	74.5	76.1	74.2	75.9	74.4	73.8	73.7	72.9	71.7	73.0	69.2	74.7
Apparel and other finished textile products	106.3	107.7	105.9	107.0	109.7	102.6	104.2	102.7	102.8	105.4	105.3	100.8	101.3	96.8	102.0
Paper and allied products	111.9	113.0	114.2	116.6	113.0	113.5	114.4	112.3	111.0	110.5	109.6	109.5	110.3	108.0	113.9
Printing and publishing	117.4	115.3	115.7	116.9	112.9	111.4	111.7	111.4	111.3	111.4	109.3	109.0	111.5	109.0	112.4
Chemicals and allied products	106.5	106.7	106.3	108.3	103.7	102.5	103.6	105.0	105.3	103.0	101.0	100.3	100.7	99.2	106.2
Products of petroleum and coal	80.1	81.3	81.3	84.0	81.0	86.1	86.8	86.4	86.3	87.2	80.2	83.7	82.4	84.2	91.1
Rubber products	106.2	104.9	108.9	110.2	108.3	108.6	99.2	90.8	92.4	106.2	104.0	102.8	104.3	92.0	104.8
Leather and leather products	92.4	91.2	88.4	90.8	94.6	94.5	94.0	90.1	88.5	92.8	95.1	94.9	93.3	86.0	90.8
Payrolls															
Mining	103.8	95.9	94.3	98.4	106.5	115.4	110.7	106.5	105.3	106.2	108.0	109.4	104.9	104.9	124.3
Contract construction	220.9	239.1	242.9	257.7	244.4	240.0	223.3	205.8	179.9	160.5	174.7	184.4	200.5	207.1	271.1
Manufacturing	173.1	166.4	165.9	169.1	164.9	170.2	174.4	169.6	167.0	165.1	160.4	158.2	160.4	148.7	162.7

¹ For comparability of data with those published in issues prior to August 1958, see footnote 1, table A-2.

For mining and manufacturing, data refer to production and related workers; for contract construction, to construction workers.

³ Preliminary.

TABLE C-4. Gross and spendable average weekly earnings of production workers in manufacturing, in current and 1947-49 dollars¹

Item	1959												1958	Annual average	
	Nov. ³	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1958	1957
Manufacturing															
Gross average weekly earnings:															
Current dollars	\$88.98	\$89.06	\$90.47	\$88.70	\$89.65	\$91.17	\$90.32	\$89.87	\$89.24	\$88.00	\$87.38	\$88.04	\$86.59	\$83.50	\$82.39
1947-49 dollars	70.84	70.96	71.46	71.07	71.78	73.23	72.84	72.53	72.14	71.14	70.58	71.17	69.88	67.61	68.54
Spendable average weekly earnings:															
Worker with no dependents:															
Current dollars	72.45	72.51	72.83	72.23	72.97	74.15	73.49	73.14	72.65	71.69	71.20	72.10	70.93	68.46	67.57
1947-49 dollars	57.68	57.78	58.17	57.88	58.42	59.56	59.27	59.03	58.73	57.95	57.51	58.29	57.25	55.43	56.21
Worker with 3 dependents:															
Current dollars	79.97	80.03	80.36	79.75	80.50	81.71	81.03	80.68	80.18	79.19	78.70	79.60	78.41	75.88	74.97
1947-49 dollars	63.67	63.77	64.19	63.90	64.45	65.63	65.35	65.12	64.82	64.02	63.57	64.35	63.28	61.44	62.37

¹ See footnote 1, table C-3.

Spendable average weekly earnings are obtained by deducting from gross average weekly earnings, Federal social security and income taxes for which the worker is liable. The amount of tax liability depends, of course, on the number of dependents supported by the worker as well as on the level of his gross income. Spendable earnings have been computed for 2 types of income receivers: (1) a worker with no dependents; (2) a worker with 3 dependents. The primary value of the spendable series is that of measuring relative changes in disposable earnings for 2 types of income receivers.

The computations of spendable earnings for both the worker with no dependents and the worker with 3 dependents are based upon the gross average

weekly earnings for all production workers in manufacturing without direct regard to marital status, family composition, or other sources of income.

Gross and spendable average weekly earnings expressed in 1947-49 dollars indicate changes in the level of average weekly earnings after adjustment for changes in purchasing power as measured by the Bureau's Consumer Price Index.

³ Preliminary.

NOTE: For a description of these series, see The Calculation and Uses of the Spendable Earnings Series (in Monthly Labor Review, January 1959, pp. 50-54).

D.—Consumer and Wholesale Prices

TABLE D-1. Consumer Price Index¹—All-city average: All items, groups, subgroups, and special groups of items

Group	1959												1958	Annual average	
	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1959	1958
	1958	1958	1958	1958	1958	1958	1958	1958	1958	1958	1958	1958	1958	1958	1958
All items.....	125.5	125.6	125.5	125.2	124.8	124.9	124.8	124.0	123.9	123.7	123.7	123.8	123.7	124.6	123.5
Food ²	117.8	117.9	118.4	118.7	118.3	119.4	118.9	117.7	117.6	117.7	118.2	119.0	118.7	118.3	120.3
Food at home.....	115.0	115.1	115.8	116.2	115.7	117.1	116.6	115.2	115.3	116.5	116.1	117.1	116.8	115.9	118.8
Cereals and bakery products.....	134.5	134.2	134.1	134.1	134.0	134.4	134.2	134.5	134.1	134.1	133.9	133.9	134.0	134.2	133.1
Meats, poultry, and fish.....	106.6	107.9	109.0	110.4	109.9	112.0	111.6	111.6	111.5	111.3	112.6	113.8	113.0	110.7	115.1
Dairy products.....	116.7	116.0	116.1	115.5	114.1	113.3	112.3	112.6	112.9	113.8	114.0	114.1	114.3	114.3	113.5
Fruits and vegetables.....	125.5	123.4	124.5	124.1	125.6	130.8	134.5	125.6	123.6	120.7	121.2	121.7	120.4	125.1	127.1
Other foods at home ³	105.4	106.4	107.0	107.6	106.2	105.7	102.8	102.8	104.7	107.3	108.1	109.9	116.7	106.1	112.4
Housing ⁴	130.4	130.4	130.1	129.7	129.3	129.0	128.9	128.8	128.7	128.7	128.5	128.2	128.2	129.2	127.7
Rent.....	140.8	140.5	140.4	140.0	139.8	139.6	139.5	139.3	139.3	139.1	139.0	138.8	138.7	139.7	137.7
Gas and electricity.....	122.7	121.7	121.7	121.6	120.1	119.5	119.3	118.7	118.2	118.5	118.5	118.2	118.2	119.9	117.0
Solid fuels and fuel oil.....	137.3	135.9	135.5	135.0	133.9	134.0	133.9	135.3	138.7	140.3	140.0	138.9	137.0	136.6	134.9
Household furnishings.....	104.2	104.4	104.1	104.0	103.6	104.0	104.1	103.7	103.8	103.8	103.8	103.2	103.6	103.9	103.9
Household operation.....	135.5	135.4	135.3	135.2	134.6	134.3	133.9	133.8	133.8	133.7	133.1	132.5	134.3	131.4	131.4
Apparel.....	109.2	109.4	109.4	109.0	108.0	107.5	107.3	107.3	107.0	107.0	106.7	106.7	107.5	107.9	107.0
Men's and boys.....	109.1	109.1	108.9	109.2	108.8	108.3	108.1	108.2	108.0	107.8	107.8	108.0	108.4	108.4	108.6
Women's and girls.....	100.3	100.9	101.3	100.5	98.8	98.8	98.8	99.0	98.9	98.0	98.8	98.7	100.2	99.5	99.1
Footwear.....	139.7	139.2	138.5	137.9	137.3	135.2	134.5	133.5	132.4	132.0	131.3	130.8	130.4	135.2	129.8
Other apparel ⁵	93.1	93.3	92.9	92.9	92.5	92.3	91.8	92.1	91.9	91.8	91.7	91.7	92.3	92.3	92.0
Transportation.....	148.7	149.0	148.5	146.4	146.7	145.3	145.9	145.4	145.3	144.9	144.3	144.3	144.3	146.3	140.5
Private.....	137.5	137.9	137.4	135.3	135.5	135.2	134.9	134.5	134.4	134.0	133.3	133.1	133.3	135.2	129.7
Public.....	197.2	196.0	195.9	194.9	194.9	194.2	192.7	192.7	192.6	192.0	191.8	191.8	191.8	193.9	188.0
Medical care.....	153.2	153.0	152.5	152.2	151.4	151.0	150.6	150.2	149.6	149.2	149.0	148.0	147.6	150.8	144.6
Personal care.....	132.9	132.7	132.5	132.1	131.7	131.3	131.1	130.7	130.0	129.7	129.8	129.4	129.0	131.2	128.6
Reading and recreation.....	120.4	120.0	119.7	119.6	119.1	119.1	118.1	117.8	117.7	117.3	117.1	117.0	116.9	118.6	116.7
Other goods and services.....	131.7	131.6	131.6	131.5	131.1	130.8	129.2	128.4	128.2	127.3	127.4	127.3	127.3	129.7	127.2
Special groups:															
All items less food.....	129.5	129.5	129.2	128.7	128.2	127.9	127.5	127.3	127.1	126.9	126.7	126.4	126.5	127.9	125.5
All items less shelter.....	123.1	123.1	123.2	122.9	122.4	122.7	122.2	121.6	121.5	121.4	121.4	121.5	121.5	122.2	121.2
All commodities less food.....	116.4	116.5	116.3	115.7	115.3	115.1	114.7	114.5	114.5	114.4	114.2	114.0	114.4	115.1	113.4
All commodities.....	117.1	117.2	117.3	117.0	116.6	117.0	116.6	115.9	115.9	115.9	116.0	116.2	116.3	116.6	115.3
Nondurables ⁶	118.5	118.6	118.8	118.8	118.3	118.7	118.2	117.4	117.4	117.4	117.6	117.8	118.1	118.6	115.6
Nondurables less food.....	119.9	119.8	119.8	119.3	118.6	118.1	117.8	117.5	117.5	117.4	117.1	116.7	117.0	118.3	115.9
Nondurables less food and apparel.....	129.1	128.9	128.8	128.2	127.6	127.3	126.8	126.3	126.6	126.4	126.1	125.4	125.4	127.3	125.6
Durables ⁷	113.8	114.1	113.6	112.8	112.8	113.1	112.8	112.7	112.6	112.5	112.2	112.4	112.9	113.0	116.5
Durables less cars.....	103.3	103.4	103.3	103.1	103.0	103.5	103.3	103.4	103.3	103.2	103.2	103.1	103.2	103.3	103.4
All services ⁸	147.8	147.6	147.3	146.9	146.3	145.8	145.4	145.2	144.8	144.4	144.2	143.9	143.5	145.8	142.4
All services less rent.....	149.7	149.5	149.1	148.7	148.1	147.5	147.1	146.9	146.4	145.9	145.7	145.4	145.0	147.5	143.8
Household operation services, gas, and electricity.....	136.7	136.3	136.3	136.2	135.1	134.6	134.3	134.1	133.9	133.8	133.3	133.2	133.0	134.8	131.4
Transportation services.....	182.7	182.2	182.1	181.7	181.3	180.9	179.3	179.7	179.1	178.4	178.2	178.2	176.2	180.3	174.1
Medical care services.....	150.2	150.8	150.4	150.9	150.0	149.5	148.1	148.8	148.2	147.4	147.0	146.7	146.3	149.2	149.2
Other services.....	133.6	133.7	133.1	132.6	132.2	131.6	131.4	131.2	130.6	130.2	129.9	129.8	131.7	129.6	129.6

¹ The Consumer Price Index measures the average change in prices of goods and services purchased by urban wage-earner and clerical-worker families. Data for 46 large, medium-size, and small cities are combined for the all-city average.

² In addition to subgroups shown here, total food includes restaurant meals and other food bought and eaten away from home.

³ Includes eggs, fats and oils, sugar and sweets, beverages (nonalcoholic), and other miscellaneous foods.

⁴ In addition to subgroups shown here, total housing includes the purchase price of homes and other homeowner costs.

⁵ Includes yard goods, diapers, and miscellaneous items.

⁶ Includes food, house paint, solid fuels, fuel oil, textile household furnishings, household paper, electric light bulbs, laundry soap and detergents, apparel

(except shoe repairs), gasoline, motor oil, prescriptions and drugs, toilet goods, nondurable toys, newspapers, cigarettes, cigars, beer, and whiskey.

⁷ Includes water heaters, central heating furnaces, kitchen sinks, sink faucets, porch flooring, household appliances, furniture and bedding, floor coverings, dinnerware, automobiles, tires, radio and television sets, durable toys, and sporting goods.

⁸ Includes rent, home purchase, real estate taxes, mortgage interest, property insurance, repainting garage, repainting rooms, refinishing roof, refinishing floors, gas, electricity, dry cleaning, laundry services, domestic service, telephone, water, postage, shoe repairs, auto repairs, auto insurance, auto registration, transit fares, railroad fares, professional medical services, hospital services, hospitalization and surgical insurance, barber and beauty shop services, television repairs, and motion picture admissions.

TABLE D-2. Consumer Price Index¹—All items and food indexes, by city

[1947-49=100]

City	1959												1958	Annual average	
	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1958	1957
	All items														
All-city average ²	125.5	125.6	125.5	125.2	124.8	124.9	124.5	124.0	123.9	123.7	123.7	123.8	123.7	123.5	120.2
Atlanta, Ga.	126.4	(³)	(³)	126.0	(³)	(³)	125.5	(³)	(³)	124.3	(³)	(³)	124.4	124.5	121.4
Baltimore, Md.	127.2	(³)	(³)	127.5	(³)	(³)	126.6	(³)	(³)	126.4	(³)	(³)	125.5	124.5	121.0
Boston, Mass.	(³)	(³)	126.7	(³)	(³)	125.6	(³)	(³)	125.1	(³)	(³)	125.4	(³)	124.8	121.2
Chicago, Ill.	129.0	129.1	129.3	129.2	128.3	128.3	127.7	127.4	127.4	127.2	127.1	127.1	127.0	127.0	123.3
Cincinnati, Ohio	128.8	(³)	(³)	123.6	(³)	(³)	123.1	(³)	(³)	122.2	(³)	(³)	122.4	122.3	119.6
Cleveland, Ohio	(³)	126.4	(³)	(³)	125.8	(³)	(³)	125.3	(³)	(³)	124.8	(³)	(³)	124.8	122.1
Detroit, Mich.	124.0	124.1	124.9	124.8	123.7	124.4	123.4	123.4	123.5	123.2	123.3	123.3	123.3	123.9	122.2
Houston, Tex.	(³)	125.4	(³)	(³)	124.8	(³)	(³)	124.1	(³)	(³)	124.1	(³)	(³)	123.6	121.5
Kansas City, Mo.	(³)	(³)	126.9	(³)	(³)	126.0	(³)	(³)	125.5	(³)	(³)	124.5	(³)	124.1	121.1
Los Angeles, Calif.	128.9	128.8	128.5	127.8	127.5	127.6	127.0	126.8	126.6	126.6	126.7	126.5	126.5	126.4	121.2
Minneapolis, Minn.	(³)	(³)	126.5	(³)	(³)	125.4	(³)	(³)	125.1	(³)	(³)	125.3	(³)	124.3	121.1
New York, N.Y.	124.2	124.1	123.7	123.5	123.0	123.5	122.5	122.1	122.0	121.7	121.7	121.8	121.3	121.1	117.6
Philadelphia, Pa.	126.5	126.2	126.0	125.8	124.4	124.2	124.0	123.2	123.6	123.4	123.3	123.4	123.5	123.1	120.8
Pittsburgh, Pa.	(³)	(³)	126.8	(³)	(³)	125.7	(³)	(³)	124.5	(³)	(³)	124.4	(³)	124.0	120.2
Portland, Ore.	(³)	(³)	126.3	(³)	(³)	126.1	(³)	(³)	125.3	(³)	(³)	124.2	(³)	124.4	121.7
St. Louis, Mo.	126.6	(³)	(³)	126.4	(³)	(³)	126.3	(³)	(³)	126.0	(³)	(³)	125.7	124.7	121.2
San Francisco, Calif.	131.8	(³)	(³)	130.8	(³)	(³)	129.4	(³)	(³)	129.0	(³)	(³)	127.9	127.5	123.1
Scranton, Pa.	(³)	121.5	(³)	(³)	121.2	(³)	(³)	120.0	(³)	(³)	120.3	(³)	(³)	120.2	116.9
Seattle, Wash.	(³)	129.2	(³)	(³)	128.9	(³)	(³)	127.9	(³)	(³)	126.9	(³)	(³)	125.8	123.1
Washington, D.C.	(³)	121.7	(³)	(³)	122.0	(³)	(³)	121.8	(³)	(³)	121.3	(³)	(³)	121.1	118.3
Food															
All-city average ²	117.8	117.9	118.4	118.7	118.3	119.4	118.9	117.7	117.6	117.7	118.2	119.0	118.7	120.3	115.4
Atlanta, Ga.	114.2	114.3	115.3	116.5	116.4	117.0	117.1	115.6	115.7	114.9	115.5	116.2	115.7	118.0	113.3
Baltimore, Md.	117.4	117.8	118.1	118.8	118.3	119.4	118.6	117.0	117.3	117.2	117.4	118.8	118.8	120.9	116.8
Boston, Mass.	118.3	119.4	119.6	119.8	119.0	118.9	118.4	117.5	117.3	118.3	118.8	118.7	118.9	119.7	115.0
Chicago, Ill.	114.6	115.3	116.2	116.8	116.1	117.1	116.4	115.2	115.2	115.4	115.2	115.7	115.1	117.3	112.9
Cincinnati, Ohio	118.2	118.4	119.0	119.2	118.2	119.9	119.3	117.7	118.1	117.8	119.1	120.2	119.4	122.1	117.3
Cleveland, Ohio	113.4	113.1	113.5	114.2	113.8	114.6	114.6	114.1	114.3	114.2	114.3	115.1	115.3	117.2	113.4
Detroit, Mich.	116.3	116.9	118.1	118.1	116.8	118.0	118.7	116.9	117.2	117.0	117.7	118.6	118.5	121.1	117.3
Houston, Tex.	113.5	113.9	114.1	114.1	114.4	114.9	114.4	114.6	114.7	115.6	116.0	116.4	116.7	117.0	113.1
Kansas City, Mo.	111.4	111.3	111.9	112.6	112.4	112.9	113.1	111.5	111.6	111.6	112.1	113.4	113.2	114.4	111.5
Los Angeles, Calif.	123.6	123.6	124.0	123.7	122.7	123.3	123.6	122.9	123.1	123.4	123.8	124.1	123.9	123.3	117.9
Minneapolis, Minn.	117.3	117.9	117.8	118.0	117.5	119.2	118.8	117.5	118.1	(³)	117.7	118.3	117.8	118.6	114.2
New York, N.Y.	120.8	120.7	120.4	120.9	120.0	122.4	120.0	119.2	119.5	119.3	119.9	120.7	119.1	120.9	115.0
Philadelphia, Pa.	120.1	120.6	121.4	122.0	120.9	121.9	121.3	119.3	120.2	120.4	120.8	121.7	121.8	123.1	118.5
Pittsburgh, Pa.	119.1	119.6	120.1	120.7	119.5	120.5	120.8	119.4	118.7	118.8	119.8	120.6	119.6	121.8	116.8
Portland, Ore.	121.0	120.7	121.1	121.2	121.2	121.6	121.8	120.0	119.2	119.4	120.3	120.9	121.5	120.7	117.0
St. Louis, Mo.	117.6	117.7	118.3	118.7	117.8	119.1	119.7	118.7	118.7	118.7	119.2	120.2	119.9	121.2	116.3
San Francisco, Calif.	123.1	122.3	122.9	122.8	122.0	122.2	123.0	122.3	122.2	122.8	122.7	123.0	122.8	123.1	117.8
Scranton, Pa.	113.9	114.3	115.3	116.4	115.1	117.3	116.6	114.8	114.4	114.8	115.8	116.4	116.1	118.4	112.7
Seattle, Wash.	121.1	120.8	121.1	120.8	120.8	121.4	121.6	120.7	120.2	119.6	119.9	121.1	121.2	121.3	117.1
Washington, D.C.	118.1	118.0	118.5	119.5	118.9	120.5	119.5	118.5	118.5	118.9	118.8	120.1	119.3	121.6	116.9

¹ See footnote 1, table D-1. Indexes measure time-to-time changes in prices of goods and services purchased by urban wage-earner and clerical-worker families. They do not indicate whether it costs more to live in one city than in another.

² Average of 46 cities.

³ All items indexes are computed monthly for 5 cities and once every 3 months on a rotating cycle for 15 other cities.

⁴ Not available.

TABLE D-3. Indexes of wholesale prices,¹ by group and subgroup of commodities

(1947-49=100, unless otherwise specified)

Commodity group	1959												1958	Annual average	
	Dec. ²	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1958	1957
All commodities.....	118.9	118.9	119.1	119.7	119.1	119.5	119.7	119.9	120.0	119.6	119.5	119.8	119.2	119.2	117.6
Farm products and processed foods.....	95.5	95.4	96.7	96.6	96.7	98.2	99.2	99.5	100.0	99.3	99.6	100.4	99.9	103.1	98.5
Farm products.....	85.8	85.4	86.5	88.9	87.1	88.4	89.8	90.8	92.4	90.8	91.1	91.5	90.6	94.9	90.9
Fresh and dried fruits and vegetables.....	107.9	103.2	102.2	103.1	92.8	98.5	100.9	107.0	114.2	93.6	101.9	102.5	99.2	112.0	103.6
Grains.....	76.1	76.5	75.7	76.2	77.7	78.2	78.2	78.6	79.7	77.7	77.0	76.1	76.1	79.5	84.1
Livestock and live poultry.....	76.0	75.3	78.5	82.1	83.1	84.8	86.5	90.6	91.9	91.1	88.4	90.3	87.6	92.9	80.2
Plant and animal fibers.....	95.7	94.7	94.7	95.6	95.7	100.0	101.6	101.9	101.0	99.5	99.1	99.4	99.6	101.5	104.0
Fluid milk.....	97.9	98.2	97.3	96.0	94.4	92.2	90.0	90.2	91.9	93.5	93.5	96.5	96.3	94.6	96.0
Eggs.....	62.8	63.4	60.0	65.4	66.8	65.4	66.5	81.1	84.5	70.5	69.3	72.5	77.7	81.7	77.2
Hay, hayseeds, and oilseeds.....	76.3	76.3	75.4	73.0	73.1	74.9	78.0	80.3	79.5	78.4	78.0	76.4	75.0	76.9	82.0
Other farm products.....	127.5	131.7	131.5	133.4	132.1	132.2	132.8	133.5	133.5	133.8	134.8	134.5	136.4	140.4	144.6
Processed foods.....	104.7	104.9	106.4	107.8	105.8	107.5	108.1	107.7	107.2	107.2	107.6	108.7	108.8	110.9	105.6
Cereal and bakery products.....	120.4	120.4	120.4	119.5	119.5	119.5	119.2	119.5	118.9	119.0	117.7	117.5	117.4	117.9	116.9
Meats, poultry, and fish.....	90.5	90.8	95.1	99.7	94.8	99.3	101.9	101.4	100.8	99.6	100.9	103.3	101.4	105.7	91.9
Dairy products and ice cream.....	118.1	117.7	116.7	116.2	114.7	113.9	111.9	111.7	112.0	113.0	113.0	113.0	113.1	112.7	111.7
Canned and frozen fruits and vegetables.....	104.5	106.4	107.4	106.9	107.9	110.6	111.1	110.4	110.6	111.2	110.6	110.8	113.0	109.7	103.9
Sugar and confectionery.....	115.6	116.7	117.4	116.4	115.5	115.2	115.6	114.4	112.1	112.9	113.8	115.3	117.0	115.6	113.4
Packaged beverage materials.....	145.2	145.2	145.2	145.2	145.2	145.2	145.2	145.2	145.2	145.0	149.7	154.0	149.9	165.7	183.1
Animal fats and oils.....	50.1	54.2	53.2	53.5	50.9	52.7	54.4	56.9	57.9	67.0	67.1	57.9	60.7	72.0	75.6
Crude vegetable oils.....	45.0	45.8	48.7	52.0	55.6	57.3	58.9	57.7	54.6	53.7	53.6	53.9	54.1	60.1	65.7
Refined vegetable oils.....	52.5	52.6	54.0	55.5	57.8	61.9	61.9	59.3	59.3	59.3	59.3	59.8	63.8	67.9	70.1
Vegetable oil end products.....	71.1	71.9	73.6	74.2	74.1	74.9	74.6	73.9	73.9	73.9	75.0	75.8	76.8	82.8	86.1
Other processed foods.....	100.0	98.3	98.8	96.9	96.6	96.1	95.4	95.8	95.3	95.7	97.2	96.2	96.8	96.6	95.5
All commodities except farm products.....	124.4	124.4	124.5	124.8	124.5	124.7	124.6	124.7	124.6	124.4	124.2	124.9	124.0	123.3	122.1
All commodities except farm and foods.....	128.6	128.5	128.4	128.4	128.4	128.4	128.2	128.4	128.3	128.1	127.8	127.5	127.3	126.0	125.6
Textile products and apparel.....	96.7	96.3	95.9	95.9	95.7	95.3	94.9	94.5	94.1	93.9	93.7	93.3	93.3	93.5	95.4
Cotton products.....	95.0	94.0	93.0	92.6	92.1	91.9	91.6	90.8	90.3	90.2	89.6	88.7	88.6	88.4	90.7
Wool products.....	104.1	103.7	104.1	104.7	104.3	103.3	102.2	101.1	99.4	97.7	97.6	97.3	97.5	100.8	109.5
Manmade fiber textile products.....	81.3	81.4	81.0	82.1	82.3	82.4	81.5	81.0	80.6	80.1	79.8	79.3	79.4	80.2	82.0
Silk products.....	121.7	117.4	114.2	113.2	113.7	113.4	114.2	114.0	113.6	112.1	109.3	104.7	105.1	113.5	122.1
Apparel.....	100.0	100.9	100.6	100.6	100.4	99.9	99.6	99.6	99.3	99.3	99.3	99.3	99.3	99.3	96.0
Other textile products.....	79.4	78.4	78.5	77.3	75.2	75.5	75.6	75.7	75.7	76.1	76.0	76.7	75.9	75.2	76.4
Hides, skins, leather, and leather products.....	112.2	111.7	111.2	111.9	111.7	111.9	111.8	111.8	111.8	108.5	105.4	104.1	103.6	100.6	99.4
Hides and skins.....	73.8	67.2	87.7	102.4	106.9	107.7	106.7	98.6	108.5	87.7	73.0	68.7	66.6	57.5	55.2
Leather.....	103.5	103.8	103.2	117.1	117.3	118.7	120.1	124.5	120.4	103.6	101.0	96.3	90.2	92.3	90.0
Footwear.....	133.9	133.8	133.5	132.3	132.3	130.6	130.2	129.5	128.2	123.6	123.3	123.2	123.1	122.1	121.1
Other leather products.....	107.8	109.3	111.3	113.9	114.4	113.9	112.0	112.4	110.1	103.4	100.8	99.2	98.2	97.5	98.0
Fuel, power, and lighting materials.....	111.7	111.2	111.4	111.9	112.2	111.1	111.2	113.4	114.0	115.0	114.8	113.9	112.9	112.7	117.2
Coal.....	124.1	124.0	123.6	123.0	122.0	121.1	119.8	118.9	119.3	124.6	125.2	125.3	123.7	122.9	124.4
Coke.....	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	168.1	161.9	161.9	161.9	161.7
Gas fuels.....	115.7	113.8	111.1	112.8	109.2	105.8	105.8	109.9	108.6	113.1	112.0	112.7	107.8	101.7	(9)
Electric power.....	101.2	100.7	100.7	100.8	100.6	100.8	100.8	100.9	100.8	100.9	100.8	100.7	100.7	100.4	(9)
Petroleum and products.....	114.3	113.9	114.5	116.1	116.2	114.8	115.0	118.3	119.4	119.9	119.5	118.2	117.2	117.7	127.0
Chemicals and allied products.....	110.0	110.0	110.0	109.9	109.7	109.9	110.0	110.0	110.0	109.8	109.9	110.2	110.0	110.4	106.5
Industrial chemicals.....	124.0	123.9	123.9	123.8	123.7	123.9	123.8	123.8	123.9	123.6	123.7	124.0	123.7	123.5	123.5
Prepared paint.....	128.3	128.3	128.3	128.3	128.3	128.3	128.3	128.3	128.3	128.4	128.4	128.2	128.2	128.3	126.3
Paint materials.....	103.1	102.9	102.6	102.1	101.5	101.3	101.4	101.4	101.4	101.3	101.4	102.5	102.8	103.6	100.5
Drugs and pharmaceuticals.....	93.7	93.8	93.8	93.7	93.6	93.7	93.4	93.1	92.9	92.8	93.0	93.0	93.2	94.0	93.3
Fats and oils, inedible.....	50.8	52.2	54.5	55.0	53.8	55.3	58.4	60.4	60.4	60.3	58.9	59.9	61.5	62.6	61.4
Mixed fertilizer.....	109.8	109.5	109.4	109.4	109.2	108.8	108.9	108.9	109.6	110.0	108.8	110.2	109.4	110.7	110.0
Fertilizer materials.....	107.0	106.6	106.3	105.2	104.8	107.4	107.6	107.5	107.5	107.5	107.5	107.6	108.3	108.0	106.8
Other chemicals and allied products.....	106.8	106.8	106.8	106.8	106.7	106.6	106.5	106.4	106.3	106.1	106.5	106.7	106.2	106.8	105.7
Rubber and rubber products.....	142.7	145.1	142.3	142.0	141.0	146.4	146.6	148.0	146.7	146.0	145.4	145.2	145.6	145.0	145.2
Crude rubber.....	160.5	173.6	159.6	157.9	153.8	149.3	148.7	152.9	146.9	142.4	139.4	138.9	137.8	134.0	141.3
Tires and tubes.....	133.3	133.3	133.3	134.3	134.3	150.0	150.0	151.9	151.9	151.9	151.9	151.9	152.8	152.4	150.9
Other rubber products.....	143.6	143.6	143.0	142.2	141.4	141.6	142.4	142.3	141.9	141.9	141.9	141.6	141.7	142.7	140.9
Lumber and wood products.....	124.7	124.3	126.2	127.2	128.5	128.3	128.9	128.2	126.3	124.2	122.5	120.5	119.8	117.7	119.0
Lumber.....	125.8	125.8	127.9	129.3	130.3	129.9	130.4	128.9	129.8	125.5	123.1	121.0	120.1	118.0	119.7
Millwork.....	137.9	138.1	138.7	138.7	138.6	137.7	137.3	137.5	135.4	130.2	130.2	130.2	130.5	128.2	128.3
Plywood.....	96.9	94.5	96.5	96.6	100.9	102.4	105.2	106.6	106.6	104.0	103.6	99.7	99.1	97.1	96.4
Pulp, paper, and allied products.....	132.4	132.3	132.5	132.4	132.3	132.4	132.3	132.0	132.2	132.0	131.7	131.5	131.3	131.0	129.6
Woodpulp.....	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	118.8
Wastepaper.....	109.8	109.8	115.0	118.0	115.9	115.9	115.9	110.5	115.7	115.7	107.1	101.0	95.8	88.3	77.2
Paper.....	144.3	144.3	144.3	143.8	143.7	143.6	143.3	143.3	143.3	142.1	142.1	142.1	142.1	142.3	141.9
Paperboard.....	135.9	135.9	135.9	135.9	135.9	135.9	136.2	136.2	136.2	136.2	136.2	136.2	136.2	136.2	136.3
Converted paper and paperboard products.....	127.5	127.4	127.4	127.3	127.4	127.6	127.3	127.5	127.5	127.6	127.6	127.7	127.8	127.6	126.1
Building paper and board.....	147.6	147.6	147.6	147.6	147.6	147.3	146.7	146.7	145.0	144.2	144.2	143.9	143.7	143.2	141.5
Metals and metal products.....	155.3	155.8	154.5	153.8	152.8	152.7	153.3	153.0	152.8	153.6	153.4				

TABLE D-3. Indexes of wholesale prices,¹ by group and subgroup of commodities—Continued

[1947-49=100, unless otherwise specified]

Commodity group	1959												1958	Annual average	
	Dec. ²	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1958	1957
Machinery and motive products.....	153.7	153.6	153.7	153.9	153.8	153.6	153.0	152.5	152.1	152.2	152.0	151.8	151.5	149.8	146.1
Agricultural machinery and equipment.....	143.5	143.3	143.4	143.5	143.4	143.4	143.5	143.5	143.0	143.1	143.0	142.9	142.9	139.1	133.6
Construction machinery and equipment.....	172.9	172.9	172.5	172.4	172.0	171.8	171.7	171.7	171.8	171.7	171.2	170.7	170.1	166.1	159.8
Metalworking machinery and equipment.....	176.7	176.8	176.6	175.9	175.8	173.8	173.7	173.3	172.7	172.5	171.4	171.2	170.6	170.1	167.0
General purpose machinery and equipment.....	167.8	167.5	167.0	166.8	166.5	165.9	165.8	162.8	162.8	163.3	163.9	163.0	162.3	160.0	157.6
Miscellaneous machinery.....	149.8	149.7	149.7	149.5	149.6	149.5	149.3	149.2	149.2	149.2	149.0	148.6	148.4	148.1	145.2
Electrical machinery and equipment.....	156.0	155.0	155.9	156.1	155.8	156.7	154.2	154.1	153.0	153.1	152.5	152.6	152.4	152.2	149.0
Motor vehicles.....	141.6	141.6	141.9	143.2	143.2	143.2	143.2	143.2	143.2	143.2	143.2	143.1	143.1	139.7	135.4
Furniture and other household durables.....	123.2	123.3	123.3	123.4	123.5	123.6	123.5	123.5	123.4	123.5	123.3	123.3	122.8	123.2	122.2
Household furniture.....	124.2	124.3	124.4	124.1	124.2	124.2	124.0	123.7	123.4	124.1	124.1	124.1	123.9	123.0	122.5
Commercial furniture.....	155.5	155.5	155.5	155.5	155.3	155.3	155.1	155.0	155.0	155.0	155.0	155.0	155.0	154.6	150.4
Floor coverings.....	129.0	129.3	129.3	128.9	128.6	128.1	127.8	127.8	127.8	127.2	126.3	126.1	126.1	127.8	133.4
Household appliances.....	103.9	104.1	103.9	104.3	104.4	104.9	105.0	105.1	105.0	104.8	104.8	105.0	103.8	104.7	105.5
Television, radio receivers, and phonographs.....	91.8	91.8	92.1	92.7	93.3	94.3	92.9	92.8	92.8	92.8	93.2	93.2	92.5	94.4	94.4
Other household durable goods.....	156.6	156.6	156.6	156.6	156.4	156.8	156.7	156.5	156.2	156.0	156.0	155.5	155.5	155.1	148.3
Nonmetallic minerals—structural.....	137.8	137.7	137.5	137.5	137.4	137.5	137.4	138.4	138.3	137.7	137.5	137.2	136.9	136.0	134.6
Flat glass.....	135.3	135.3	135.3	135.3	135.3	135.3	135.3	135.2	135.2	135.2	135.2	135.2	135.2	135.4	135.7
Concrete ingredients.....	140.4	140.4	140.4	140.4	140.4	140.4	140.1	140.2	140.2	140.2	140.2	140.2	139.2	139.0	136.0
Concrete products.....	130.5	130.3	130.3	130.2	129.7	129.9	129.7	129.7	129.4	129.3	129.0	128.6	128.4	128.1	126.4
Structural clay products.....	160.7	160.6	160.4	160.5	160.5	160.6	160.4	160.1	160.0	159.9	159.6	159.3	158.8	156.5	154.0
Gypsum products.....	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	132.1	127.1
Prepared asphalt roofing.....	113.6	113.6	110.8	110.8	111.9	111.9	113.6	126.4	126.4	119.4	119.8	118.5	118.5	112.8	122.3
Other nonmetallic minerals.....	132.5	132.5	132.5	132.5	132.5	132.5	132.5	132.5	132.7	132.7	131.7	131.4	131.4	131.2	128.0
Tobacco manufactures and bottled beverages.....	131.7	131.7	131.7	131.8	131.9	132.2	132.2	132.2	132.2	132.1	128.9	128.6	128.6	128.2	126.1
Cigarettes.....	134.5	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	129.4
Cigars.....	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	105.0
Other tobacco manufactures.....	153.7	153.7	153.7	153.7	153.7	153.7	152.8	152.8	152.8	150.9	148.3	139.7	139.7	140.5	136.0
Alcoholic beverages.....	120.7	120.7	120.7	120.9	121.0	121.8	121.7	121.7	121.7	121.7	121.7	121.7	121.7	120.5	119.5
Nonalcoholic beverages.....	171.1	171.1	171.1	171.1	171.1	171.1	171.1	171.1	171.1	171.1	148.9	148.9	148.9	149.3	149.2
Miscellaneous products.....	94.2	93.7	91.8	88.6	92.0	92.9	91.0	95.2	98.8	97.0	98.5	100.8	100.9	94.2	89.6
Toys, sporting goods, small arms, and ammunition.....	118.0	117.7	117.7	117.7	117.7	117.5	117.0	117.0	116.9	117.2	117.9	117.8	118.6	119.0	117.7
Manufactured animal feeds.....	74.0	73.7	70.3	64.5	70.6	72.2	69.0	76.6	82.9	79.6	82.2	86.2	86.4	74.4	67.3
Notions and accessories.....	97.5	97.5	97.5	96.3	96.3	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.3
Jewelry, watches, and photographic equipment.....	109.5	108.3	108.3	108.3	108.3	108.1	108.1	108.1	108.2	108.2	108.1	108.1	107.9	107.6	107.5
Other miscellaneous products.....	132.0	131.9	132.0	132.0	132.0	131.9	132.0	132.3	132.6	132.6	132.4	132.6	132.4	132.2	128.4

¹ As of January 1958, new weights reflecting 1954 values were introduced into the index. Technical details furnished upon request to the Bureau.

² Preliminary.

³ Revised.

⁴ January 1958=100.

⁵ Not available.

TABLE D-4. Indexes of wholesale prices,¹ by stage of processing and durability of product

[1947-49=100]

Commodity group	1950												1958	Annual average	
	Dec. ¹	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1958	1957
All commodities.....	118.9	118.9	119.1	119.7	119.1	119.5	119.7	119.9	120.0	119.6	119.5	119.5	119.2	119.2	117.6
<i>Stage of processing</i>															
Crude materials for further processing.....	93.4	93.6	94.4	95.9	95.6	96.4	98.1	98.5	99.6	98.9	98.0	98.1	97.0	96.4	97.2
Crude foodstuffs and feedstuffs.....	82.1	81.8	83.2	85.3	85.2	86.3	88.7	89.7	91.1	89.8	89.0	89.7	88.4	92.8	87.7
Crude nonfood materials except fuel.....	111.4	112.8	112.3	112.7	112.1	112.6	113.1	112.3	112.6	112.7	111.3	110.5	110.1	108.4	112.5
Crude nonfood materials, except fuel, for manufacturing.....	109.9	111.4	110.9	111.3	110.6	111.2	111.8	110.9	111.2	111.3	109.8	109.0	108.6	106.8	111.5
Crude nonfood materials, except fuel, for construction.....	140.4	140.4	140.4	140.4	140.4	140.4	140.1	140.2	140.2	140.2	140.2	140.2	139.2	139.0	134.0
Crude fuel.....	125.8	125.2	124.2	124.2	122.5	119.7	120.3	120.3	120.3	125.4	126.4	126.1	123.5	121.2	119.7
Crude fuel for manufacturing.....	125.3	124.7	123.7	123.7	122.1	119.3	119.9	119.9	119.9	124.9	125.9	125.7	123.1	120.9	119.4
Crude fuel for nonmanufacturing.....	126.6	126.0	124.9	124.9	123.2	120.3	120.9	121.0	120.9	126.3	127.2	126.7	124.1	121.8	120.1
Intermediate materials, supplies, and components.....	127.3	127.3	127.1	126.9	127.0	127.2	127.1	127.4	127.2	126.7	126.5	126.3	126.3	125.3	125.1
Intermediate materials and components for manufacturing.....	129.5	129.5	129.4	129.4	129.1	129.4	129.5	129.3	128.6	128.2	128.0	127.7	127.8	127.2	126.9
Intermediate materials for food manufacturing.....	97.0	97.8	98.5	99.1	98.6	99.3	99.5	99.0	97.4	97.7	98.5	99.2	100.4	102.2	99.9
Intermediate materials for nondurable manufacturing.....	107.0	106.8	106.9	107.2	107.0	107.0	106.8	106.8	106.4	105.2	104.8	104.5	104.5	104.7	105.7
Intermediate materials for durable manufacturing.....	158.8	159.0	158.5	158.2	157.6	157.8	158.5	158.1	157.7	157.6	157.1	156.6	156.6	154.3	153.2
Components for manufacturing.....	152.7	152.6	151.8	151.5	151.3	152.1	152.2	151.9	150.9	151.1	151.0	150.8	150.7	149.8	148.3
Materials and components for construction.....	136.9	136.7	136.9	137.0	137.1	137.0	137.2	136.8	136.7	135.3	135.3	134.8	134.2	132.9	132.9
Processed fuels and lubricants.....	105.8	105.0	105.3	106.0	106.3	105.1	105.2	107.0	107.3	107.4	106.8	105.9	105.6	106.5	113.0
Processed fuels and lubricants for manufacturing.....	105.7	105.0	105.1	105.6	105.7	104.6	104.8	106.2	106.4	106.6	106.2	105.3	105.0	105.8	111.2
Processed fuels and lubricants for nonmanufacturing.....	104.7	105.1	105.6	106.7	107.4	105.9	106.0	108.3	108.8	108.7	108.0	106.9	106.6	107.7	116.0
Containers, nonreturnable.....	136.3	136.2	136.2	136.1	136.2	136.5	136.6	136.6	136.7	137.8	138.0	137.8	138.7	137.4	134.3
Supplies.....	117.1	116.9	116.8	113.9	115.7	116.4	114.6	116.7	118.3	117.2	117.6	118.7	118.6	115.1	112.5
Supplies for manufacturing.....	145.1	145.1	145.2	145.2	145.0	144.8	142.5	142.2	141.8	141.6	141.3	140.6	140.5	139.9	137.6
Supplies for nonmanufacturing.....	104.1	103.9	102.4	100.0	102.4	103.4	101.8	104.7	107.0	105.6	105.2	107.9	107.9	103.4	101.1
Manufactured animal feeds.....	75.1	74.4	70.6	64.0	70.5	71.5	68.1	76.0	82.0	78.7	80.9	85.2	85.6	73.0	67.6
Other supplies.....	121.2	121.2	121.1	121.1	121.1	122.1	121.6	121.5	121.6	121.3	121.1	121.1	120.9	121.2	120.7
Finished goods (goods to users, including raw foods and fuels).....	120.1	120.0	120.5	121.4	120.2	120.5	120.5	120.6	120.8	120.6	120.7	120.8	120.5	120.8	118.1
Consumer finished goods.....	111.9	111.7	112.3	113.4	111.8	112.4	112.4	112.6	112.9	112.7	112.9	113.1	112.8	113.5	111.1
Consumer foods.....	103.6	103.5	105.0	107.2	103.6	105.4	105.6	105.5	106.2	105.6	106.8	107.8	107.6	110.5	104.5
Consumer crude foods.....	94.2	92.3	93.6	98.9	88.1	89.6	86.6	87.5	92.1	89.4	95.3	95.1	95.5	101.0	95.0
Consumer processed foods.....	105.6	105.9	107.5	109.0	106.9	108.8	109.6	109.3	109.2	109.0	109.3	110.5	110.2	112.6	106.4
Consumer other nondurable goods.....	113.8	113.5	113.5	113.5	113.4	113.1	112.8	113.5	113.6	113.7	113.1	112.7	112.2	111.7	112.4
Consumer durable goods.....	126.2	126.6	126.2	126.6	126.7	126.7	126.7	126.6	126.5	126.5	126.4	126.4	126.1	125.0	123.3
Producer finished goods.....	153.7	153.6	153.6	153.8	153.6	153.5	153.2	152.9	152.8	152.8	152.4	152.2	152.0	150.3	146.7
Producer finished goods for manufacturing.....	158.8	158.6	158.7	158.7	158.4	158.2	158.1	158.0	157.8	157.6	157.2	157.1	156.7	155.0	151.2
Producer finished goods for nonmanufacturing.....	149.3	149.3	149.4	149.8	149.7	149.6	149.6	149.3	148.7	148.7	148.4	148.2	148.0	146.4	142.9
<i>Durability of product</i>															
Total durable goods.....	146.6	146.7	146.4	146.4	146.2	146.1	146.1	145.8	145.4	145.4	145.1	144.7	144.5	142.8	141.4
Total nondurable goods.....	103.8	103.7	104.2	105.0	104.4	105.0	105.2	105.8	106.2	105.6	105.5	105.7	105.4	105.4	104.7
Total manufactures.....	125.3	125.3	125.4	125.7	125.5	125.8	125.8	125.9	125.8	125.6	125.3	125.2	125.1	124.5	123.2
Durable manufactures.....	147.6	147.6	147.4	147.5	147.3	147.3	147.3	147.0	146.6	146.4	146.2	145.8	145.6	144.0	142.0
Nondurable manufactures.....	107.7	107.6	108.0	108.0	108.6	108.7	109.2	109.4	108.8	108.7	108.9	108.8	108.9	109.2	108.4
Total raw or slightly processed goods.....	97.2	97.1	97.8	99.3	97.7	98.3	99.0	99.5	100.6	100.1	100.2	100.3	99.5	101.6	98.9
Durable raw or slightly processed goods.....	116.6	120.5	117.4	115.6	113.0	111.6	110.9	108.4	109.7	116.2	115.5	113.4	111.7	108.3	122.3
Nondurable raw or slightly processed goods.....	96.1	95.8	96.7	98.4	96.8	97.5	98.4	99.0	100.1	99.2	99.3	99.6	98.8	101.2	97.7

¹ See footnote 1, table D-3.² Preliminary.³ Revised.

NOTE: For description of the series by stage of processing, see New BLS Economic Sector Indexes of Wholesale Prices (in Monthly Labor Review, December 1955, pp. 1448-1453); and by durability of product and data beginning with 1947, see Wholesale Prices and Prices Indexes, 1957 BLS Bull. 1235 (1958).

E.—Work Stoppages

TABLE E-1. Work stoppages resulting from labor-management disputes¹

Month and year	Number of stoppages		Workers involved in stoppages		Man-days idle during month or year	
	Beginning in month or year	In effect during month	Beginning in month or year	In effect during month	Number	Percent of estimated working time
1935-39 (average).....	2,862	.....	1,130,000	.....	16,900,000	0.27
1947-49 (average).....	3,573	.....	2,380,000	.....	39,700,000	.46
1945.....	4,750	.....	3,470,000	.....	38,000,000	.47
1946.....	4,985	.....	4,000,000	.....	116,000,000	1.43
1947.....	3,693	.....	2,170,000	.....	34,600,000	.41
1948.....	3,419	.....	1,960,000	.....	34,100,000	.37
1949.....	3,006	.....	3,030,000	.....	50,500,000	.50
1950.....	4,843	.....	2,410,000	.....	38,800,000	.44
1951.....	4,737	.....	2,220,000	.....	22,900,000	.23
1952.....	5,117	.....	3,540,000	.....	69,100,000	.67
1953.....	5,091	.....	2,400,000	.....	28,300,000	.26
1954.....	3,468	.....	1,530,000	.....	22,600,000	.21
1955.....	4,320	.....	2,690,000	.....	28,200,000	.26
1956.....	3,825	.....	1,900,000	.....	33,100,000	.29
1957.....	3,673	.....	1,390,000	.....	16,500,000	.14
1958.....	3,094	.....	2,060,000	.....	23,900,000	.22
1958: December.....	150	300	60,000	180,000	2,000,000	.21
1959: January ²	225	325	75,000	150,000	2,000,000	.23
February ²	200	300	75,000	140,000	1,500,000	.18
March ²	250	350	90,000	130,000	1,000,000	.11
April ²	350	475	175,000	250,000	2,500,000	.26
May ²	400	550	175,000	300,000	2,750,000	.30
June ²	450	700	185,000	325,000	2,750,000	.28
July ²	425	700	650,000	750,000	9,000,000	.92
August ²	425	700	170,000	750,000	13,000,000	1.40
September ²	400	650	100,000	700,000	14,000,000	1.50
October ²	300	550	120,000	780,000	14,000,000	1.44
November ²	200	300	50,000	650,000	4,500,000	.51
December ²	150	250	20,000	100,000	1,500,000	.15

¹ The data include all known work stoppages involving 6 or more workers and lasting a full day or shift or longer. Figures on workers involved and man-days idle cover all workers made idle for as long as 1 shift in establishments directly involved in a stoppage. They do not measure the indirect or

secondary effect on other establishments or industries whose employees are made idle as a result of material or service shortages.

² Preliminary.

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